DOCUMENT RESUME

ED 345 604 HE 025 494

TITLE	Twenty-Fifth Annual Rank-Order Distribution of Administrative Salaries Paid 1991-92.
INSTITUTION	Arkansas Univ., Fayetteville. Office of Institutional Research.
PUB DATE	8 Apr 92
NOTE	219p.
AVAILABLE FROM	University of Arkansas, Office of Institutional Research, 318 Administration Building, Fayetteville, AR 72701 ($25.00).
PUB TYPE	Statistical Data (110)
EDRS PRICE	MF01/PC09 Plus Postage.
DESCRIPTORS	*Administrators; College Administration; Comparative Analysis; Higher Education; Professional Personnel; Questionnaires; *Salaries; *State Universities; Statistical Data; Surveys; Tables (Data)

ABSTRACT

This report summarizes the results of a questionnaire study of administrative salaries in 139 universities in 47 states and 29 university systems representing 25 states. Salaries are reported for full-time administrators including officers whose responsibilities and functions range from the director of a single office to the university president. The first section provides the ranking of salaries paid among all participating universities. The second section presents a series of tables showing the salaries paid among the 139 participating universities arranged into the 9 regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The third section of the study is a table of salaries paid to the university system officers, i.e., from universities having multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Salaries are distributed in rank order to facilitate comparisons of a participant institutions's relative standing with other universities. (GLR)

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TWENTY-FIFTH ANNUAL
RANK-ORDER DISTRIBUTION
OF
ADMINISTRATIVE SALARIES
PAID
1991-92

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
IN ONE HUNDRED THIRTY-NINE STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-SEVEN STATES
AND TWENTY-NINE UNIVERSITY SYSTEMS
REPRESENTING TWENTY-FIVE STATES

UNIVERSITY of ARKANSAS
1871

OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
APRIL 8, 1992

HE 025 494

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A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the **twenty-fifth** annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. Only one salary from an institution is reported per position.

Salaries in Table I may be coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I includes an average for those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries reported.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas' Office of Institutional Research wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

We regret that we have not been as timely this year as in the past but our loss of Ms. Sharon Donnelly, who has contributed so much to this survey for more then ten years, and other staffing considerations have resulted in a number of our projects and reports being late. We wish to assure the participants that next year we will endeavor to accomplish this survey in the timely and very professional manner to which we have all become accustomed.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-nine universities in fifty states. From this group, replies were received from one hundred thirty-nine institutions in forty-seven states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after eachposition's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred thirty-nine participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to the university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from twenty-nine university systems in twenty-five states.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID 1991-92

CONTENTS

TABLE I A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred thirty-Nine Universities in Forty-Seven States 1

Administrative Officers 4

Academic Officers 13

Business Officers 17

Student Services Officers 28

Operations Officers 40

Public Relations/Development 44

Research Officers 51

Deans 53

Deans: Health Related Fields 68

TABLE II A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Thirty-Nine Universities in Forty-Seven States by Equal Employment Opportunity Regions:

Atlanta Region 73

Chicago Region 96

Dallas Region 117

Denver Region 137

Kansas City Region 150

New York and Boston Regions 162

Philadelphia Region 177

San Francisco Region 188

Seattle Region 198

TABLE III A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among Twenty-Nine University Systems in Twenty-Five States 206

TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRYT-NINE UNIVERSITIES IN FORTY-SEVEN STATES

This table summarizes the data for one hundred thirty-nine universities in forty-seven states. For making these data available, the University of Arkansas is grateful to the following universities:

*ARIZONA STATE UNIVERSITY - MAIN CAMPUS
*AUBURN UNIVERSITY
BALL STATE UNIVERSITY
*BOWLING GREEN STATE UNIVERSITY
*CLEMSON UNIVERSITY
CLEVELAND STATE UNIVERSITY
COLLEGE OF WILLIAM AND MARY
*COLORADO STATE UNIVERSITY
COLORADO SCHOOL OF MINES
EAST TENNESSEE STATE UNIVERSITY
EAST TEXAS STATE UNIVERSITY
*FLORIDA STATE UNIVERSITY
FLORIDA ATLANTIC UNIVERSITY
*GEORGIA INSTITUTE OF TECHNOLOGY
GEORGIA STATE UNIVERSITY
IDAHO STATE UNIVERSITY
INDIANA STATE UNIVERSITY
INDIANA UNIVERSITY-PURDUE UNIVERSITY AT INDIANAPOLIS
*INDIANA UNIVESITY - BLOOMINGTON
*IOWA STATE UNIVERSITY
ILLINOIS STATE UNIVERSITY
*KANSAS STATE UNIVERSITY
*KENT STATE UNIVESITY
LAMAR UNIVERSITY - BEAUMONT
CITY UNIVERSITY OF NEW YORK - LEHMAN COLLEGE
LOUISIANA TECH UNIVERSITY
*LSU AND A & M COLLEGE
MEMPHIS STATE UNIVERSITY
*MICHIGAN STATE UNIVERSITY
MICHIGAN TECHNOLOGICAL UNIVERSITY
MIDDLE TENNESSEE STATE UNIVERSITY
*MISSISSIPPI STATE UNIVERSITY
*MONTANA STATE UNIVERSITY
MORGAN STATE UNIVERSITY
NEW JERSEY INSTITUTE OF TECHNOLOGY
*NEW MEXICO STATE UNIVERSITY
*NORTH CAROLINA STATE UNIVERSITY
*NORTH DAKOTA STATE UNIVERSITY
NORTHEAST LOUISANA UNIVERSITY
NORTHERN ARIZONA UNIVERSITY
NORTHERN ILLINOIS UNIVERSITY
NORTHWESTERN STATE UNIVERSITY
OAKLAND UNIVERSITY
*OHIO STATE UNIVESITY
*OHIO UNIVERSITY
*OKLAHOMA STATE UNIVERSITY
OLD DOMINION UNIVERSITY
OREGON STATE UNIVERSITY
PORTLAND STATE UNIVERSITY
RUTGERS UNIVERSITY CAMPUS AT NEWARK
SAM HOUSTON STATE UNIVERSITY
*SOUTH DAKOTA STATE UNIVESITY
SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE
SOUTHERN ILLINOIS UNIVERSITY AT EDWARDSVILLE
*STATE UNIVERSITY OF NEW YORK AT ALBANY
STEPHEN F. AUSTIN STATE UNIVERSITY

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

2

SAN DIEGO STATE UNIVERSITY
SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY
*STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
*STATE UNIVERSITY OF NEW YORK AT BUFFALO
*STATE UNIVERSITY OF NEW YORK AT STONY BROOK
STATE UNIVERSITY OF NEW YORK -COLLEGE OF ENVIRONMENTAL SCIENCE AND FORESTRY
TENNESSEE TECHNOLOGICAL UNIVERSITY
*TEXAS A & M UNIVERSITY
*TEXAS SOUTHERN UNIVERSITY
*TEXAS TECH
TEXAS WOMAN'S UNIVERSITY
UNIVERSITY OF AKRON
*UNIVERSITY OF ALABAMA
*UNIVERSITY OF ALABAMA AT BIRMINGHAM
*UNIVERSITY OF ARIZONA
*UNIVERSITY OF ARKANSAS
*UNIVERSITY OF CALIFORNIA AT DAVIS
*UNIVERSITY OF CINCINNATI
UNIVERSITY OF COLORADO AT DENVER
*UNIVERSITY OF FLORIDA
*UNIVERSITY OF GEORGIA
*UNIVERSITY OF HAWAII AT MANOA
*UNIVERSITY OF HOUSTON
*UNIVERSITY OF IDAHO
*UNIVERSITY OF ILLINOIS AT CHICAGO
*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
*UNIVERSITY OF KANSAS - LAWRENCE
*UNIVERSITY OF KENTUCKY
*UNIVERSITY OF LOUISVILLE
*UNIVERSITY OF MAINE
UNIVERSITY OF MARYLAND - BALTIMORE COUNTY
UNIVERSITY OF MARYLAND AT BALTIMORE
*UNIVERSITY OF MARYLAND AT COLLEGE PARK
*UNIVERSITY OF MASSACHUSETTS - AMHERST
UNIVERSITY OF MASSACHUSETTS AT BOSTON
UNIVERSITY OF MASSACHUSETTS AT LOWELL
*UNIVERSITY OF MICHIGAN
*UNIVERSITY OF MINNESOTA
*UNIVERSITY OF MISSISSIPPI
*UNIVERSITY OF MISSOURI - COLOMBIA
UNIVERSITY OF MISSOURI - KANSAS CITY
*UNIVERSITY OF MISSOURI - ROLLA
UNIVERSITY OF MISSOURI - ST. LOUIS
*UNIVERSITY OF MONTANA
*UNIVERSITY OF NEBRASKA - LINCOLN
UNIVERSITY OF NEBRASKA AT OMAHA
*UNIVERSITY OF NEW HAMPSHIRE
*UNIVERSITY OF NEW MEXICO
UNIVERSITY OF NEW ORLEANS
*UNIV OF NORTH CAROLINA - CHAPEL HILL
*UNIVERSITY OF NORTH DAKOTA
UNIVERSITY OF NORTHERN COLORADO
UNIVERSITY OF NORTHERN IOWA
*UNIVERSITY OF OKLAHOMA
*UNIVERSITY OF OREGON
*UNIVERSITY OF RHODE ISLAND
UNIVERSITY OF SOUTH ALABAMA

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*UNIVERSITY OF SOUTH CAROLINA
*UNIVERSITY OF SOUTH DAKOTA
UNIVERISTY OF SOUTHERN MISSISSIPPI
UNIVERSITY OF SOUTHWESTERN LOUISIANA
*UNIVERSITY OF TENNESSEE - KNOXVILLE
UNIVERSITY OF TEXAS AT DALLAS
*UNIVERSITY OF TEXAS AT AUSTIN
UNIVERSITY OF TEXAS AT EL PASO
*UNIVERSITY OF UTAH
*UNIVERSITY OF VERMONT
*UNIVERSITY OF VIRGINIA
*UNIVERSITY OF WISCONSIN - MILWAUKEE
*UNIVERSITY OF WYOMING
UNIVESITY OF NORTH TEXAS
*UNIVESITY OF TOLEDO
*UTAH STATE UNIVERSITY
UNIVERSITY OF CALIFORNIA - SANTA CRUZ
UNIVERSITY OF CENTRAL FLORIDA
*UNIVERSITY OF CONNECTICUT
*UNIVERSITY OF DELAWARE
*VIRGINIA COMMONWEALTH UNIVERSITY
*VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
*WASHINGTON STATE UNIVERSITY
*WAYNE STATE UNIVERSITY
*WEST VIRGINIA UNIVERSITY
WRIGHT STATE UNIVERSITY

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
PRES OF A SYSTEM OF
MULTI-CAMPUSES

Rank	Salary
1	190,000 *
2	169,000 *
3	169,000 *
4	163,200 *
5	160,476 *
6	152,880 *
7	152,300 *
8	151,300 *
9	151,003 *
10	150,000
11	149,800 *
12	141,500 *
13	141,325
14	140,000
15	135,503 *
16	135,000 *
17	129,000 *
18	128,000 *
19	127,513
20	125,040 *
21	118,000 *
22	111,300 *
23	101,608
24	97,500 *
Average "*"	143,674
Average All	141,260

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

Rank	Salary
1	190,550 *
2	180,385 *
3	177,480 *
4	175,000
5	173,400 *
6	170,000 *
7	167,000 *
8	165,000 *
9	164,000 *
10	161,337
11	157,955 *
12	155,040 *
13	155,000 *
14	155,000 *
15	151,470
16	151,003 *
17	150,000 *
18	150,000 *
19	149,000 *
20	148,000 *
21	147,679 *
22	147,679 *
23	147,679 *
24	145,000
25	143,377 *
26	142,000
27	140,000 *
28	138,629 *
29	138,375 *
30	138,375 *
31	138,025
32	136,500
33	135,727
34	135,000 *
35	134,620 *
36	134,000 *
37	133,775 *
38	133,600 *
39	133,600 *
40	133,521
41	133,500 *
42	132,000 *
43	131,891
44	131,655
45	131,040
46	130,000
47	130,000 *
48	130,000 *
49	129,583
50	128,757 *
51	126,800 *

(Continued)

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION (Continued)

Rank	Salary
52	126,800 *
53	126,360 *
54	126,000
55	125,000
56	125,000
57	124,550 *
58	124,000 *
59	123,685 *
60	123,203 *
61	122,292
62	120,950 *
63	120,870
64	120,870
65	120,500 *
66	120,000 *
67	120,000
68	119,940 *
69	117,915 *
70	117,130 *
71	116,904
72	116,406
73	116,000
74	115,900
75	115,000 *
76	115,000
77	113,800
78	112,212 *
79	112,000 *
80	111,300 *
81	110,500
82	110,244 *
83	110,244
84	110,244 *
85	109,000 *
86	108,712
87	108,324
88	108,324
89	108,000 *
90	105,000
91	105,000 *
92	104,608 *
93	104,203
94	102,000 *
95	101,130
96	99,225
97	98,453 *
98	97,500 *
99	97,500
100	97,200
101	96,813
102	95,160
103	95,160
104	95,160
105	95,160
106	95,000 *
107	94,350 *
108	94,340 *
109	93,000
110	90,000
111	88,600 *
112	87,150
113	86,800
114	86,500 *
115	63,408
116	63,403
117	56,810 *

Average "*"	130,330
Average All	123,939

ADMINISTRATIVE OFFICERS: VICE PRES FOR INSTITUTIONAL PLANNING

Rank	Salary
1	(128,000)*
2	109,100 *
3	103,851
4	97,150 *
5	96,334
6	96,100 *
7	93,600 *
8	92,642 *
9	90,196 *
10	85,584 *
11	83,200
12	83,100

(Continued)

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS: VICE PRES FOR INSTITUTIONAL PLANNING (Continued)

Rank	Salary
13	80,100 *
14	79,223
15	77,952 *
16	73,128
17	70,700
18	69,000
19	68,500
20	(56,810)*
Average "*"	91,567
Average All	86,714

ADMINISTRATIVE OFFICERS: EXECUTIVE VICE PRESIDENT

Rank	Salary
1	(148,100)*
2	145,000 *
3	130,613 *
4	118,484 *
5	112,000 *
6	107,100 *
7	105,843 *
8	103,130 *
9	100,000
10	99,100 *
11	98,000
12	(97,500)*
13	95,000
14	92,085
15	82,500 *
16	74,531 *
Average "*"	110,325
Average All	106,812

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	143,000 *
2	125,000 *
3	124,200 *
4	123,585 *
5	118,431 *
6	115,667 *
7	115,560
8	114,350 *
9	111,165 *
10	110,000 *
11	100,600 *
12	100,000
13	98,430 *
14	(97,500)*
15	96,000
16	94,760 *
17	94,500 *
18	93,200 *
19	92,400 *
20	92,100
21	91,800 *
22	91,055
23	90,000 *
24	89,950 *
25	89,000 *
26	88,825 *
27	(87,200)*
28	85,757 *
29	79,920 *
30	74,423
31	70,720 *
32	61,680 *
Average "*"	99,678
Average All	98,774

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

Rank	Salary
1	132,750 *
2	98,000 *
3	97,404 *
4	96,000 *
5	95,373 *
6	93,700 *
7	90,100 *
8	90,000 *
9	89,000 *
10	85,600
11	84,550 *
12	82,185 *
13	81,072 *
14	80,700 *
15	80,000
16	80,000 *
17	79,100 *
18	78,750 *
19	78,376 *
20	78,072 *
21	78,000 *
22	77,900 *
23	77,735 *
24	77,704 *
25	77,600 *
26	77,500 *
27	77,110 *
28	77,076
29	76,396 *
30	75,000 *
31	74,136 *
32	73,896
33	72,999
34	72,800 *
35	72,168 *
36	71,603 *
37	69,960
38	69,500 *
39	67,692
40	66,900
41	66,805 *
42	66,310
43	66,300 *
44	64,150 *
45	63,636
46	63,000 *
47	62,900
48	62,745
49	62,500 *
50	62,407 *
51	62,400 *
52	61,952 *
53	61,200
54	61,056
55	60,490 *
56	60,194
57	60,000
58	58,000
59	56,665
60	56,000 *
61	55,867 *
62	55,440 *
63	55,000
64	55,000
65	54,400 *
66	54,000 *
67	54,000
68	53,609 *
69	53,313
70	52,400 *
71	52,200 *
72	52,008
73	50,245 *
74	50,000 *
75	48,137 *
76	48,000
77	46,490
78	44,800 *
79	44,410
80	42,446
81	41,184 *
82	41,100
83	40,934 *
84	40,000 *
85	39,350 *
86	38,556
87	37,944

(Continued)

*NASULGC

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT (Continued)

Rank	Salary
88	37,080
89	34,755
90	34,500 *
Average "*"	69,885
Average All	65,559

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR HEALTH

Rank	Salary
1	309,000 *
2	257,641 *
3	201,200 *
4	(198,612)*
5	193,500 *
6	185,000 *
7	160,500
8	149,201 *
9	143,700 *
10	133,000 *
11	130,000 *
12	120,840 *
13	113,300 *
14	53,300 *
Average "*"	168,330
Average All	167,771

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR INFORMATION MANAGEMENT

Rank	Salary
1	130,000 *
2	125,000 *
3	117,300 *
4	110,057 *
5	109,090
6	107,000
7	105,681 *
8	100,000 *
9	96,350 *
10	95,383 *
11	92,642 *
12	91,071 *
13	90,000 *
14	89,000 *
15	85,926 *
16	83,333 *
17	82,992
18	82,080 *
19	80,752 *
20	79,178 *
21	78,922 *
22	77,712 *
23	76,000 *
24	67,896
25	63,348 *
Average "*"	92,845
Average All	92,669

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	126,607 *
2	108,500 *
3	105,000 *
4	104,592 *
5	103,965 *
6	102,000 *
7	101,306 *
8	100,618 *
9	98,450 *
10	95,953 *
11	95,797 *
12	95,680 *
13	94,400 *
14	92,875 *

(Continued)

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES
(Continued)

Rank	Salary
15	92,400
16	92,400 *
17	90,980
18	90,000
19	89,951 *
20	88,500 *
21	88,408 *
22	88,000 *
23	86,900 *
24	86,551 *
25	86,200 *
26	86,016 *
27	84,708
28	84,460
29	84,065 *
30	84,000
31	83,587
32	83,160 *
33	82,764 *
34	81,125 *
35	80,854
36	80,535 *
37	80,247 *
38	78,431 *
39	78,400
40	78,000 *
41	77,500
42	77,216 *
43	76,710 *
44	76,590
45	76,500
46	76,500
47	76,484 *
48	75,900 *
49	75,300 *
50	75,300 *
51	74,750 *
52	74,750 *
53	73,984
54	73,542
55	73,500
56	72,800 *
57	72,000 *
58	71,269
59	70,813 *
60	70,600 *
61	70,468 *
62	70,000
63	69,888 *
64	69,091 *
65	68,900
66	68,412
67	68,172 *
68	68,000 *
69	67,728 *
70	67,550
71	67,500 *
72	67,140 *
73	67,000 *
74	66,979
75	66,780 *
76	66,500
77	66,310
78	66,000
79	65,985 *
80	65,755 *
81	65,700 *
82	65,500 *
83	65,118
84	64,850 *
85	63,900
86	63,564 *
87	63,278 *
88	63,000 *
89	62,500
90	62,200
91	62,000 *
92	61,572
93	61,381
94	60,995
95	60,850 *
96	60,770
97	60,628
98	60,000 *
99	58,000 *
100	57,200 *
101	57,165
102	56,592
103	55,923

(Continued)

University of Arkansas *NASULGC
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES (Continued)

Rank	Salary
104	55,848 *
105	55,548
106	55,075 *
107	54,603
108	54,512
109	54,080
110	53,472
111	53,171
112	53,000
113	52,000 *
114	51,408
115	50,800 *
116	49,695 *
117	48,996
118	45,900 *
119	43,075
Average "*"	77,311
Average All	73,331

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	92,100 *
2	87,768 *
3	86,816 *
4	84,761 *
5	84,675 *
6	80,224 *
7	79,732 *
8	78,500 *
9	77,451 *
10	75,000 *
11	74,800
12	73,400 *
13	72,607 *
14	70,941 *
15	70,644 *
16	70,500 *
17	70,500 *
18	70,284 *
19	69,494 *
20	69,150 *
21	68,550 *
22	66,000 *
23	66,000
24	65,457 *
25	65,300 *
26	65,000 *
27	65,000
28	64,677 *
29	62,500 *
30	62,407 *
31	62,160
32	62,000
33	62,000 *
34	61,600 *
35	61,500
36	60,000
37	60,000
38	60,000 *
39	60,000 *
40	59,976 *
41	59,944 *
42	59,435 *
43	58,700 *
44	57,976 *
45	57,600
46	57,328
47	56,763 *
48	56,727 *
49	56,100
50	55,800
51	55,446 *
52	55,250
53	55,000 *
54	54,900
55	54,804
56	54,800 *
57	54,576 *
58	54,461 *
59	54,156 *
60	54,060
61	53,924 *
62	53,004

(Continued)

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION
(Continued)

Rank	Salary
63	53,000 *
64	52,920 *
65	52,322
66	52,130 *
67	51,804
68	50,500 *
69	50,307 *
70	50,232 *
71	50,000 *
72	49,763
73	49,613
74	48,535
75	48,500 *
76	48,250
77	48,000 *
78	47,474 *
79	47,000 *
80	46,600 *
81	46,215
82	46,072 *
83	46,035
84	45,800
85	45,760 *
86	45,500
87	45,400
88	45,000 *
89	44,385 *
90	44,200
91	43,452 *
92	42,530
93	41,700 *
94	41,300 *
95	40,749
96	40,596 *
97	40,061
98	38,894
99	38,760 *
100	38,620 *
101	38,006 *
102	37,451
103	36,225
104	36,050 *
105	35,020
106	32,924
107	31,112 *
108	31,000 *
109	30,000 *
110	29,600 *

Average "*" 58,055

Average All 55,687

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	(89,460)*
2	80,100 *
3	80,000 *
4	79,223
5	78,375 *
6	76,122 *
7	76,000 *
8	72,918 *
9	72,647 *
10	71,000 *
11	70,644
12	69,100 *
13	68,500 *
14	68,494
15	67,500 *
16	67,500
17	67,300 *
18	67,000 *
19	66,819 *
20	66,800
21	66,500 *
22	65,990 *
23	64,855
24	64,400 *
25	64,219 *
26	63,528 *
27	63,500 *
28	63,240
29	62,000 *

(Continued)

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH (Continued)

Rank	Salary
30	61,770 *
31	61,743 *
32	61,647 *
33	61,361
34	61,285
35	61,247 *
36	61,000 *
37	60,900 *
38	60,637 *
39	60,200
40	59,952 *
41	59,547 *
42	59,250 *
43	59,000 *
44	58,448 *
45	58,289 *
46	57,913 *
47	57,747
48	57,324
49	57,000
50	(56,810)*
51	56,584 *
52	56,375 *
53	56,200
54	55,448 *
55	55,311 *
56	55,210 *
57	55,015 *
58	55,000
59	55,000 *
60	55,000 *
61	54,608 *
62	52,938 *
63	52,868
64	51,408
65	51,402 *
66	51,086 *
67	51,000
68	50,998
69	50,892
70	50,619
71	50,588
72	50,124
73	50,000
74	48,960
75	48,829
76	48,000 *
77	47,984
78	47,215
79	47,160
80	46,800 *
81	46,632 *
82	46,550
83	45,906
84	45,666
85	45,624
86	45,485
87	44,748 *
88	44,500 *
89	44,025 *
90	43,000 *
91	42,660 *
92	42,253
93	42,000 *
94	40,800
95	40,067
96	39,689
97	38,897 *
98	38,000
99	36,750
100	36,000
101	35,348
102	35,200 *
103	33,279
104	28,822 *

Average "*"	59,187
Average All	56,032

ADMINISTRATIVE OFFICERS: LEGAL COUNSEL

Rank	Salary
1	112,590 *
2	106,600 *
3	104,075 *

(Continued)

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS: LEGAL COUNSEL

Rank	Salary
4	102,000 *
5	100,425 *
6	100,000 *
7	99,200 *
8	98,280 *
9	95,098 *
10	95,000 *
11	93,840 *
12	93,200 *
13	92,000 *
14	90,900 *
15	90,132
16	90,100 *
17	90,000 *
18	89,754 *
19	89,367 *
20	89,000 *
21	87,950 *
22	86,884 *
23	84,798 *
24	82,872
25	80,750 *
26	80,250
27	80,025 *
28	79,706 *
29	78,576
30	78,196 *
31	77,108 *
32	75,686
33	75,609
34	74,707
35	74,200 *
36	74,200 *
37	73,950
38	73,341 *
39	73,000
40	71,102 *
41	70,923 *
42	(69,680)
43	69,300
44	69,000 *
45	67,559
46	67,092 *
47	67,000
48	66,950
49	66,625 *
50	66,300
51	66,150
52	64,789 *
53	64,416 *
54	62,634 *
55	62,400 *
56	62,400 *
57	61,700
58	61,173
59	58,082 *
60	55,900
61	52,920
62	52,500 *
63	51,096
64	50,000
65	48,260
66	45,000 *
67	44,676 *
68	43,978 *
69	34,500

Average "*"	80,316
Average All	75,471

ACADEMIC OFFICERS: VICE PRESIDENT FOR ACADEMIC AFFAIRS

Rank	Salary
1	176,185 *
2	151,248 *
3	147,900 *
4	144,462
5	140,004 *
6	139,150 *
7	137,500 *
8	132,600 *
9	130,050 *
10	130,000 *
11	124,894 *
12	124,200 *

(Continued)

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS
(Continued)

Rank	Salary
13	123,365 *
14	120,900 *
15	120,000 *
16	119,900 *
17	119,400 *
18	118,893
19	118,788 *
20	118,000
21	117,644 *
22	115,667 *
23	115,000 *
24	115,000 *
25	112,000
26	112,000 *
27	109,950
28	108,400
29	108,000
30	106,500
31	106,500
32	105,969 *
33	105,155 *
34	105,000 *
35	105,000
36	104,000
37	103,522 *
38	103,000 *
39	101,939
40	(101,520)
41	101,478 *
42	101,000
43	100,000 *
44	99,360
45	98,940
46	98,500 *
47	98,000
48	97,500
49	96,840 *
50	96,255 *
51	96,000
52	95,000 *
53	95,000
54	94,650 *
55	94,050 *
56	94,000 *
57	93,500
58	93,266
59	93,000 *
60	92,600 *
61	92,300 *
62	92,208
63	92,148
64	92,000
65	91,667
66	90,000 *
67	89,500 *
68	87,420
69	86,032
70	86,000
71	85,590 *
72	85,434 *
73	85,433
74	84,510
75	84,085 *
76	83,434
77	82,212
78	79,999
79	77,661
80	76,800 *
81	76,529
82	75,420 *
83	74,880 *
84	74,880 *
85	73,995
86	73,913
87	73,810
88	71,400

Average "*"	109,152
Average All	102,811

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	175,050 *
2	150,960 *

(Continued)

*NASULGC

ACADEMIC OFFICERS:
PROVOST
(Continued)

Rank	Salary
3	(148,100)*
4	146,200 *
5	144,390 *
6	134,970 *
7	133,500 *
8	132,750 *
9	131,127 *
10	(128,000)*
11	125,500 *
12	125,460
13	125,000
14	124,000 *
15	121,569
16	119,400 *
17	119,000
18	118,000
19	118,000 *
20	117,300
21	116,600 *
22	115,260 *
23	115,000 *
24	114,000 *
25	113,000 *
26	111,500 *
27	110,000
28	109,404 *
29	109,180
30	108,250 *
31	108,000
32	106,488 *
33	106,000
34	105,074 *
35	103,400
36	102,216 *
37	(101,520)
38	101,184
39	101,000 *
40	100,900
41	99,125
42	99,000 *
43	98,696
44	95,000 *
45	94,572 *
46	94,500 *
47	84,000 *
48	80,004 *
49	58,712

Average "*" 118,025

Average All 114,283

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

Rank	Salary
1	127,500 *
2	115,000 *
3	113,300 *
4	111,300 *
5	105,828 *
6	105,498 *
7	104,777 *
8	104,200 *
9	103,000 *
10	101,400 *
11	101,315 *
12	99,500 *
13	99,000 *
14	98,400
15	98,000 *
16	96,000 *
17	96,000 *
18	95,984 *
19	95,497 *
20	95,000 *
21	95,000 *
22	94,200 *
23	93,472 *
24	92,941 *
25	92,800 *
26	91,800 *
27	91,300 *
28	90,924 *
29	90,000 *
30	90,000 *
31	89,726 *

(Continued)

*NASULGC

TABLE I (CONTINUED)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES
(Continued)

Rank	Salary
32	89,703
33	89,500
34	89,250
35	87,617 *
36	87,432 *
37	86,500 *
38	86,440 *
39	85,600 *
40	85,300 *
41	83,828 *
42	83,737 *
43	83,580 *
44	83,400
45	83,000 *
46	82,186 *
47	81,000 *
48	80,833 *
49	80,523 *
50	80,004 *
51	80,000 *
52	80,000 *
53	80,000 *
54	79,860 *
55	79,804
56	79,380 *
57	79,350
58	79,117 *
59	78,431 *
60	78,124 *
61	78,072 *
62	77,898 *
63	77,520
64	77,400 *
65	76,900 *
66	76,728 *
67	76,652 *
68	76,500
69	76,333
70	75,802 *
71	75,509
72	75,300
73	75,168 *
74	75,000

Rank	Salary
75	74,952
76	74,900
77	74,600
78	74,160
79	74,000 *
80	73,956 *
81	73,000
82	72,800 *
83	72,000
84	72,000
85	71,724
86	71,435 *
87	71,400 *
88	71,400
89	70,336
90	69,400
91	68,650 *
92	68,640 *
93	68,025
94	68,004
95	68,000 *
96	67,915
97	67,750 *
98	67,701
99	66,660
100	66,310
101	65,633
102	65,150 *
103	65,100
104	65,018 *
105	63,700 *
106	63,311
107	63,188
108	62,560
109	62,005
110	61,888
111	61,200 *
112	61,200
113	61,000 *
114	60,972
115	60,770 *
116	60,040
117	60,000
118	59,852
119	59,400 *

(Continued)

University of Arkansas *NASULGC
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

TABLE I (CONTINUED)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES (Continued)

Rank	Salary
120	59,280 *
121	56,816
122	55,379
123	54,858
124	54,530
125	53,172
126	53,101
127	49,014
128	47,705
129	38,934
Average "*"	84,866
Average All	78,275

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	166,121 *
2	136,200 *
3	127,000 *
4	125,000 *
5	125,000 *
6	124,200 *
7	124,000 *
8	122,550 *
9	122,400 *
10	119,800 *
11	118,100 *
12	117,785 *
13	116,400 *
14	116,070 *
15	116,000
16	115,560
17	114,950 *
18	114,800
19	113,730 *
20	112,506 *
21	112,300 *
22	112,000 *
23	111,000
24	110,000 *
25	107,448 *
26	106,504 *
27	106,380
28	104,800 *
29	103,768 *
30	103,500 *
31	102,900 *
32	102,000 *
33	102,000 *
34	100,000
35	100,000
36	99,960 *
37	99,576 *
38	99,077
39	98,748 *
40	98,529
41	98,000 *
42	98,000 *
43	98,000 *
44	98,000 *
45	97,920
46	97,888 *
47	97,880
48	97,500
49	97,300 *
50	96,000 *
51	96,000
52	95,500
53	95,407 *
54	95,200
55	95,098 *
56	95,000 *
57	93,600 *
58	93,004
59	92,700
60	92,300
61	91,936 *
62	91,821
63	91,500
64	91,476 *
65	91,000
66	90,500 *
67	90,000 *
68	89,544

(Continued)

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS
(Continued)

Rank	Salary	
69	88,950	*
70	88,950	*
71	87,144	*
72	86,964	*
73	86,938	
74	86,700	
75	86,700	
76	86,032	
77	86,000	*
78	85,500	
79	85,499	
80	85,275	*
81	85,014	*
82	84,900	
83	84,044	*
84	84,011	
85	83,884	
86	83,620	
87	82,212	
88	82,100	
89	82,000	
90	81,500	*
91	81,180	
92	80,923	*
93	80,250	
94	80,000	*
95	80,000	*
96	79,718	
97	79,560	
98	78,902	*
99	77,500	
100	76,529	
101	75,874	
102	74,100	*
103	74,000	
104	73,828	
105	73,748	*
106	70,467	
107	69,792	*
108	68,073	
109	67,320	
110	66,700	*
111	66,625	*
112	66,564	*
113	62,500	*
114	59,700	*
115	57,292	
116	52,095	
Average "*"	98,909	
Average All	94,172	

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary	
1	124,000	*
2	102,877	*
3	97,000	*
4	(95,000)	*
5	91,500	*
6	90,500	*
7	89,900	*
8	89,501	*
9	89,400	*
10	89,225	
11	88,300	*
12	88,249	*
13	(88,000)	*
14	86,025	*
15	85,100	*
16	85,000	*
17	83,868	*
18	83,538	*
19	83,000	*
20	81,817	*
21	81,396	*
22	81,373	*
23	81,266	*
24	80,000	*
25	79,950	*
26	78,300	*
27	77,460	
28	75,924	
29	75,900	*
30	74,664	*

(Continued)

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TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
CONTROLLER
(Continued)

Rank	Salary
31	74,165
32	73,950 *
33	73,824 *
34	(73,455)*
35	73,216 *
36	73,000 *
37	73,000 *
38	72,059 *
39	72,000
40	71,302 *
41	71,060 *
42	70,500
43	70,000 *
44	69,999
45	69,999 *
46	69,999 *
47	68,900
48	68,489
49	68,000 *
50	68,000 *
51	67,610
52	66,400
53	66,380 *
54	66,348 *
55	66,175 *
56	65,500
57	65,328 *
58	65,136 *
59	65,000 *
60	64,800 *
61	64,308 *
62	64,000
63	63,885 *
64	63,552 *
65	63,210
66	63,000 *
67	62,500 *
68	62,200 *
69	62,193
70	61,920
71	61,775
72	61,250
73	61,200
74	61,000
75	60,750 *
76	60,399
77	60,262 *
78	60,180
79	59,800
80	59,550
81	58,710
82	58,254
83	57,338
84	57,084
85	56,700
86	56,150
87	56,060
88	55,496 *
89	55,423 *
90	55,141
91	55,000
92	54,564 *
93	54,280
94	54,250 *
95	53,872
96	52,800
97	52,159
98	52,000 *
99	52,000 *
100	51,324
101	50,000
102	49,900
103	(49,567)
104	49,522
105	49,130 *
106	48,618 *
107	47,950 *
108	47,000
109	46,680 *
110	46,600 *
111	43,853
112	41,101
113	33,574

Average "*"	72,815
Average All	67,439

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

Rank	Salary
1	(95,000)*
2	89,000
3	88,500 *
4	(88,000)*
5	(88,000)*
6	86,275 *
7	86,000 *
8	77,689 *
9	77,000 *
10	76,000 *
11	74,879 *
12	73,000
13	65,875
14	65,196 *
15	63,314 *
16	62,748
17	62,240 *
18	62,100 *
19	59,500 *
20	58,890 *
21	58,539 *
22	58,525 *
23	57,816 *
24	57,300 *
25	56,925 *
26	56,040 *
27	54,980
28	54,124 *
29	53,601 *
30	53,500
31	53,010
32	52,291
33	50,400 *
34	50,129
35	50,024
36	49,900 *
37	49,337 *
38	49,000 *
39	48,600 *
40	48,300 *
41	47,460 *
42	47,426 *
43	47,348 *
44	46,688 *
45	46,500 *
46	45,152
47	45,000
48	44,952
49	44,952 *
50	44,388 *
51	44,000 *
52	43,066
53	42,000
54	41,808
55	41,472
56	41,230 *
57	41,200
58	39,078
59	38,000 *
60	37,991
61	37,648
62	37,643 *
63	37,440
64	36,388 *
65	35,700 *
66	35,052 *
67	34,620
68	34,193
69	34,104
70	32,712
71	31,944
72	28,284
73	27,336
74	26,994 *
75	20,199 *

Average "*"	56,456
Average All	52,287

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	(88,000)*
2	87,999
3	81,352

(Continued)

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER (Continued)

Rank	Salary
4	80,988 *
5	(73,455)*
6	73,250
7	72,000
8	71,225 *
9	70,686 *
10	70,400 *
11	66,360
12	65,940 *
13	65,700 *
14	62,917
15	62,520 *
16	62,000 *
17	61,944 *
18	60,753
19	59,612
20	59,569
21	57,498 *
22	57,221
23	56,925 *
24	55,712 *
25	55,588
26	55,020 *
27	53,544 *
28	53,500
29	52,008
30	49,800 *
31	46,168
32	45,960 *
33	44,142
34	43,950
35	43,572
36	43,260
37	42,850 *
38	39,092
39	38,743
40	35,001 *
41	34,680
42	30,421 *
43	29,914 *
44	27,500 *

Average "*" 57,087
Average All 56,562

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	82,450 *
2	79,660 *
3	76,300 *
4	75,757 *
5	74,844 *
6	72,400 *
7	72,000 *
8	71,650 *
9	69,001 *
10	68,500 *
11	68,340 *
12	67,000 *
13	66,801 *
14	66,670
15	66,453 *
16	66,200 *
17	66,000
18	65,150 *
19	64,387 *
20	64,328 *
21	63,552 *
22	63,512 *
23	62,900 *
24	62,900 *
25	62,499
26	61,346 *
27	61,008 *
28	60,700 *
29	59,460
30	59,080 *
31	58,128 *
32	58,000
33	57,735
34	57,240 *
35	57,120 *
36	56,952 *
37	56,600 *
38	56,500 *
39	56,411 *
40	56,116 *
41	55,512
42	55,414

(Continued)

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING
(Continued)

Rank	Salary
43	54,350 *
44	53,735 *
45	53,721 *
46	53,428 *
47	53,249
48	53,235 *
49	53,000
50	52,944 *
51	52,650
52	52,500
53	52,300 *
54	52,284
55	52,140 *
56	52,000 *
57	51,556
58	51,180 *
59	51,024
60	50,650 *
61	50,028 *
62	49,296
63	48,948 *
64	48,901 *
65	48,600 *
66	48,518 *
67	48,246
68	48,000
69	47,846 *
70	47,520 *
71	47,435
72	47,266 *
73	47,045
74	46,935
75	46,800
76	46,376 *
77	46,361 *
78	46,058 *
79	45,000
80	44,880
81	44,625 *
82	44,350
83	44,100 *
84	44,000
85	44,000 *
86	43,900 *
87	43,799 *
88	43,690
89	43,532 *
90	43,320 *
91	43,000 *
92	42,750 *
93	42,540
94	42,312
95	42,250
96	42,250 *
97	42,108 *
98	41,985
99	41,980
100	41,278
101	40,227
102	40,147 *
103	39,700
104	39,633 *
105	39,296 *
106	37,809 *
107	37,344 *
108	37,230
109	36,660 *
110	36,290
111	35,006
112	35,000
113	31,620
114	31,476
115	30,000 *
116	28,750
117	28,200
118	27,988
119	27,521
120	25,680 *
121	24,200 *
Average "*"	54,152
Average All	50,993

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	78,999
2	78,500 *
3	78,150 *
4	77,976
5	76,500 *
6	76,300 *
7	73,966 *
8	73,529 *
9	72,941 *
10	72,775 *
11	72,188 *
12	70,850 *
13	68,300
14	67,000 *
15	66,000 *
16	65,800 *
17	65,652 *
18	64,199
19	63,835 *
20	63,690 *
21	63,040
22	62,400 *
23	60,512 *
24	60,000 *
25	59,728 *
26	59,400 *
27	59,272 *
28	59,106 *
29	59,000 *
30	58,839 *
31	58,293 *
32	56,168
33	56,000
34	55,608
35	55,479 *
36	55,148 *
37	55,000 *
38	54,288 *
39	54,253 *
40	53,300
41	53,000 *
42	53,000 *
43	52,812
44	52,666
45	52,049 *
46	52,000
47	52,000 *
48	51,750 *
49	51,740 *
50	51,730 *
51	51,408 *
52	51,250 *
53	51,138
54	51,000 *
55	50,750
56	50,004 *
57	49,516 *
58	48,648 *
59	48,648 *
60	48,500 *
61	48,000
62	47,880 *
63	47,107 *
64	46,716
65	46,304
66	45,900
67	45,835
68	45,708 *
69	45,500
70	45,288 *
71	45,064
72	44,627 *
73	44,500 *
74	44,064 *
75	42,882 *
76	42,015
77	42,000 *
78	41,620
79	41,600
80	41,348 *
81	41,200
82	41,050
83	40,812
84	40,000
85	39,575 *
86	38,490
87	38,029
88	37,107
89	36,500

University of Arkansas *NASULGC
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR
(Continued)

Rank	Salary
90	36,400
91	35,882
92	35,700 *
93	35,517
94	35,028
95	33,800
96	32,700
97	31,250
98	30,680
99	30,668 *
100	28,600 *
Average "*"	55,876
Average All	52,185

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	111,000 *
2	92,300 *
3	91,156 *
4	90,400 *
5	89,496 *
6	(89,460)*
7	87,800 *
8	86,250
9	86,000 *
10	82,000 *
11	82,000 *
12	81,975 *
13	81,886 *
14	80,081 *
15	79,828 *
16	78,431 *
17	77,505 *
18	77,004
19	76,800 *
20	76,388 *
21	75,000
22	74,664
23	74,000 *
24	73,300 *
25	73,000 *
26	72,612 *
27	72,280 *
28	72,000 *
29	71,500
30	70,000 *
31	68,560 *
32	68,184 *
33	67,611
34	67,400 *
35	66,800
36	66,456 *
37	66,422 *
38	66,310
39	66,231 *
40	66,180 *
41	66,150 *
42	65,690 *
43	65,629 *
44	65,300
45	65,000
46	65,000
47	65,000
48	64,575 *
49	64,500
50	64,500
51	64,260 *
52	64,072 *
53	64,000
54	64,000 *
55	64,000 *
56	63,129 *
57	62,990 *
58	62,717 *
59	62,200 *
60	61,788
61	61,500
62	60,625 *
63	60,000
64	60,000 *
65	60,000 *
66	59,000 *

(Continued)

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER
(Continued)

Rank	Salary
67	58,906
68	58,876
69	58,600
70	58,596
71	58,450 *
72	57,698 *
73	57,500 *
74	57,475
75	57,200 *
76	57,000 *
77	57,000
78	56,690 *
79	55,000
80	54,709 *
81	54,090
82	54,000
83	53,600
84	53,581
85	53,505 *
86	52,015
87	50,200 *
88	(49,567)
89	49,500 *
90	49,412 *
91	49,170
92	48,947
93	46,958
94	45,075
95	45,000 *
96	44,000 *
97	43,958
98	42,972
99	42,000 *
100	42,000 *
101	40,536
102	39,461 *
103	38,866 *
104	34,152
105	33,300 *
106	26,957
Average "*"	66,768
Average All	63,476

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	74,000 *
2	70,980 *
3	66,972 *
4	64,300 *
5	61,245 *
6	57,897
7	57,459 *
8	57,432
9	57,367 *
10	56,184 *
11	55,906 *
12	55,700 *
13	55,211 *
14	54,908 *
15	54,048 *
16	53,500 *
17	(52,976)
18	52,750 *
19	52,400 *
20	51,550 *
21	51,367 *
22	50,568 *
23	50,378
24	50,376
25	50,000
26	49,715 *
27	48,900 *
28	48,508
29	48,442 *
30	47,828 *
31	47,663 *
32	47,500 *
33	46,999
34	46,680 *
35	46,400
36	46,100 *
37	45,571
38	45,000 *
39	45,000 *
40	45,000
41	44,952 *
42	44,840

(Continued)

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL (Continued)

Rank	Salary
43	44,325
44	44,304 *
45	43,965 *
46	43,763
47	43,600 *
48	43,275
49	42,828 *
50	42,050
51	41,780
52	41,620 *
53	40,800 *
54	40,450
55	40,390
56	40,198 *
57	39,900
58	39,837 *
59	39,654 *
60	39,200 *
61	38,714 *
62	38,713 *
63	38,155 *
64	38,064 *
65	38,064
66	37,680
67	37,615 *
68	37,500 *
69	37,400
70	36,400
71	36,264 *
72	36,200 *
73	35,982
74	35,700 *
75	35,367 *
76	33,948
77	33,475
78	33,372 *
79	32,548
80	32,375
81	32,117 *
82	32,000
83	31,896
84	31,690
85	31,500
86	31,200 *
87	31,124 *
88	30,500 *
89	30,440 *
90	29,600 *
91	28,994 *
92	27,336
93	26,874
94	25,872
95	24,167
96	23,044
97	21,280 *

Average "*"	45,273
Average All	43,048

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	113,100 *
2	104,500 *
3	96,000 *
4	90,000 *
5	89,000
6	88,632 *
7	88,500 *
8	86,842 *
9	86,450
10	86,000 *
11	83,379 *
12	83,000 *
13	78,895 *
14	78,431 *
15	78,248
16	78,235 *
17	77,688 *
18	75,936
19	75,878 *
20	75,480
21	75,000
22	74,991 *
23	74,000 *
24	74,000 *

(Continued)

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL
(Continued)

Rank	Salary
25	73,706 *
26	73,700 *
27	73,500 *
28	73,455 *
29	72,365
30	72,085 *
31	72,000 *
32	71,000 *
33	70,784 *
34	70,700 *
35	70,400 *
36	69,550 *
37	69,550 *
38	68,800 *
39	68,400
40	68,000
41	67,980 *
42	67,684
43	66,338
44	66,310
45	65,892
46	65,835 *
47	65,000 *
48	64,677 *
49	64,400 *
50	64,000 *
51	63,856
52	63,570 *
53	63,240 *
54	62,291 *
55	62,259 *
56	62,160 *
57	61,430 *
58	61,085 *
59	60,000 *
60	60,000 *
61	59,844 *
62	59,820 *
63	59,655 *
64	59,304
65	58,989 *
66	58,944 *
67	58,730 *
68	58,236 *
69	58,000
70	57,730 *
71	57,725
72	57,452 *
73	57,100
74	57,000
75	56,650
76	56,500
77	56,443 *
78	56,000 *
79	55,620
80	55,490
81	55,403 *
82	55,250
83	55,105 *
84	55,000 *
85	55,000 *
86	54,700
87	54,325
88	53,900
89	(52,976)
90	52,900
91	52,500 *
92	52,500 *
93	52,357 *
94	52,336
95	52,080
96	51,548
97	51,096
98	51,000
99	49,920 *
100	49,680 *
101	48,825
102	48,436
103	47,500 *
104	47,100
105	46,980
106	46,937
107	46,320
108	46,000
109	45,693 *
110	45,600 *
111	45,000 *
112	43,000 *
113	41,964

(Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL (Continued)

Rank	Salary
114	39,229
115	39,200 *
116	35,700
117	33,178
Average "*"	66,591
Average All	63,159

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	116,854 *
2	110,000 *
3	109,572 *
4	106,805 *
5	105,999
6	105,000 *
7	104,020 *
8	103,700 *
9	103,300 *
10	102,192 *
11	101,500
12	101,442 *
13	100,980 *
14	100,728 *
15	100,409 *
16	100,176 *
17	100,000 *
18	100,000 *
19	99,800 *
20	99,273 *
21	98,922 *
22	98,895 *
23	98,785 *
24	98,725 *
25	97,300 *
26	97,084 *
27	95,200 *
28	(95,004)
29	95,000 *
30	94,500
31	94,118 *
32	94,049
33	94,000
34	93,780 *
35	93,500 *
36	93,350 *
37	93,300 *
38	93,005 *
39	93,000
40	92,925 *
41	92,250 *
42	91,781 *
43	91,481 *
44	91,000 *
45	90,000 *
46	90,000 *
47	90,000 *
48	89,784 *
49	89,750
50	89,000 *
51	89,000 *
52	88,817
53	88,300
54	88,065 *
55	87,800 *
56	(87,200)*
57	86,700 *
58	85,944 *
59	85,000
60	85,000
61	84,870 *
62	84,640 *
63	84,100 *
64	84,074
65	84,000 *
66	83,600
67	83,333
68	83,196 *
69	83,000
70	82,400
71	82,353
72	81,703 *
73	81,600
74	81,600

(Continued)

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS
(Continued)

Rank	Salary
75	81,408
76	81,245
77	81,221 *
78	80,623 *
79	80,300
80	80,000 *
81	80,000
82	79,785
83	78,798
84	77,800 *
85	77,171
86	77,000 *
87	77,000 *
88	75,990
89	75,926 *
90	75,275 *
91	75,000 *
92	74,943 *
93	74,911 *
94	74,600 *
95	74,000
96	73,800
97	73,620 *
98	73,100 *
99	73,000 *
100	72,350
101	71,846 *
102	71,464
103	71,008
104	70,720 *
105	70,571
106	70,455
107	70,110 *
108	68,850
109	67,600 *
110	66,000
111	65,321
112	64,787
113	62,500
114	61,200
115	54,080 *
116	52,015
Average "*"	89,446
Average All	85,991

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

Rank	Salary
1	99,500 *
2	95,000 *
3	90,725
4	86,000
5	85,120
6	84,780 *
7	81,450 *
8	79,904
9	79,800
10	76,630
11	75,290 *
12	73,872 *
13	73,026 *
14	72,000 *
15	71,569 *
16	70,300 *
17	70,200
18	70,000 *
19	70,000 *
20	68,800 *
21	68,661
22	68,310 *
23	67,750 *
24	67,452 *
25	66,000 *
26	65,800 *
27	65,791 *
28	65,042 *
29	64,605
30	63,077 *
31	63,000 *
32	62,300
33	62,000 *

(Continued)

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS (Continued)

Rank	Salary
34	61,944
35	61,880
36	61,728 *
37	61,438 *
38	60,211 *
39	60,153 *
40	60,000 *
41	59,500 *
42	59,000 *
43	58,650
44	58,000 *
45	57,899 *
46	57,590
47	57,480
48	56,957
49	56,471 *
50	56,006 *
51	55,900 *
52	54,407
53	54,080 *
54	53,305
55	52,316 *
56	52,069
57	51,809
58	51,244 *
59	50,900 *
60	50,686
61	50,213 *
62	48,981
63	48,918
64	48,655 *
65	48,240 *
66	47,521
67	47,436 *
68	46,226
69	46,120 *
70	44,650 *
71	40,181 *
72	37,712
Average "*"	63,047
Average All	62,642

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	95,500 *
2	94,807 *
3	93,375 *
4	92,215 *
5	92,046 *
6	89,250 *
7	89,027
8	82,751 *
9	80,250
10	79,356 *
11	76,166 *
12	73,764
13	72,697 *
14	70,222 *
15	68,244
16	67,626 *
17	65,659
18	64,435 *
19	63,072 *
20	61,920 *
21	59,000 *
22	57,663 *
23	56,052 *
24	55,784 *
25	54,276 *
26	53,664
27	53,644 *
28	52,608 *
29	52,461 *
30	52,236
31	52,000 *
32	51,983 *
33	51,835 *
34	51,450 *
35	50,600 *
36	49,033 *
37	48,714 *
38	48,527 *
39	47,703
40	47,548
41	47,089 *
42	46,900 *

(Continued)

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS
(Continued)

Rank	Salary
43	45,835 *
44	45,500 *
45	45,000
46	44,247 *
47	43,730 *
48	41,525 *
49	41,310 *
50	41,300 *
51	40,723 *
52	40,487
53	40,021 *
54	40,000
55	40,000 *
56	37,805 *
57	37,757
58	36,731 *
59	35,004 *
60	33,600 *
61	33,156 *
62	33,150
63	30,900
64	29,908 *
65	27,769
66	25,665
67	24,167 *
68	21,250

Average "*" 55,792

Average All 53,966

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	92,538 *
2	85,800 *
3	83,400 *
4	82,968 *
5	81,348
6	79,500 *
7	78,066 *
8	77,909 *
9	75,660 *
10	75,187 *
11	74,652
12	73,772 *
13	73,466 *
14	72,000 *
15	72,000 *
16	70,086 *
17	70,000
18	(69,900)*
19	69,709 *
20	69,500 *
21	69,300 *
22	69,224 *
23	69,100 *
24	68,877
25	68,855 *
26	(68,500)*
27	68,210
28	68,208 *
29	68,152 *
30	68,137 *
31	67,410 *
32	67,197 *
33	67,128
34	66,402
35	65,690
36	65,544 *
37	65,071
38	65,000 *
39	64,500
40	63,900 *
41	63,750 *
42	63,000 *
43	62,604
44	61,900 *
45	61,600 *
46	61,455
47	60,974
48	60,400
49	60,008 *
50	(60,000)
51	60,000 *
52	59,266 *

(Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS
(Continued)

Rank	Salary
53	57,800
54	57,493 *
55	57,054 *
56	56,980 *
57	56,709
58	56,496
59	56,223 *
60	56,110
61	56,100 *
62	55,692 *
63	55,500
64	55,432 *
65	55,300
66	55,300 *
67	55,238 *
68	55,000 *
69	55,000 *
70	54,860
71	54,818
72	54,804
73	54,360 *
74	54,000
75	53,643
76	53,172 *
77	53,079 *
78	52,750 *
79	52,302 *
80	52,000
81	51,948 *
82	51,504
83	50,785
84	50,600 *
85	50,524 *
86	50,500
87	49,700 *
88	49,632 *
89	49,569 *
90	49,220
91	49,000 *
92	48,557
93	48,450
94	48,120
95	48,000 *
96	47,700 *
97	47,479 *
98	46,920
99	46,253 *
100	46,117 *
101	45,368
102	45,000 *
103	44,916
104	44,491
105	43,900 *
106	43,529 *
107	43,000 *
108	42,465
109	42,441 *
110	42,435 *
111	42,303
112	42,200 *
113	42,000
114	41,551 *
115	41,200 *
116	41,071
117	40,686 *
118	40,500
119	38,522
120	37,571 *
121	35,535 *
122	35,417
123	34,461 *
124	33,549
125	30,917
126	30,000
127	27,084
128	26,060

Average "*"	59,112
Average All	56,475

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	85,800 *
2	85,400 *

(Continued)

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
REGISTRAR
(Continued)

Rank	Salary
3	81,439 *
4	79,893 *
5	76,600 *
6	74,916 *
7	74,799 *
8	72,000 *
9	70,100 *
10	70,093 *
11	70,000 *
12	69,996
13	(69,900)*
14	69,026 *
15	68,824 *
16	68,822 *
17	68,760 *
18	(68,500)*
19	68,000 *
20	68,000 *
21	67,239 *
22	66,500 *
23	66,310
24	66,287 *
25	65,119
26	65,089 *
27	64,236 *
28	63,960
29	63,873 *
30	63,430 *
31	63,098 *
32	63,000
33	62,964 *
34	62,783 *
35	62,300
36	62,229
37	62,198 *
38	61,634 *
39	61,361
40	61,296
41	61,200 *
42	61,182 *
43	61,153
44	60,596
45	60,324 *
46	60,294
47	60,243
48	(60,000)
49	60,000 *
50	59,930 *
51	59,543 *
52	59,412 *
53	59,000 *
54	58,600 *
55	58,050
56	57,800 *
57	57,500 *
58	56,887 *
59	56,252 *
60	56,110
61	55,700 *
62	55,692 *
63	55,680 *
64	55,577 *
65	55,500
66	55,284
67	55,199
68	55,008 *
69	55,000
70	55,000 *
71	54,700 *
72	54,584 *
73	54,008
74	54,000
75	53,750
76	53,412
77	53,196
78	53,000
79	52,652 *
80	51,961
81	51,685
82	51,667 *
83	51,373 *
84	50,911 *
85	50,736 *
86	50,159
87	50,039
88	50,003
89	49,583
90	49,500 *
91	48,960

(Continued)

*NASULGC

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
REGISTRAR
(Continued)

Rank	Salary
92	48,915 *
93	48,660 *
94	48,360 *
95	48,250
96	48,207
97	47,892
98	47,800
99	47,500 *
100	47,231 *
101	47,000 *
102	46,668 *
103	46,500 *
104	46,487
105	46,381
106	46,350
107	46,296
108	44,942
109	44,768 *
110	44,520 *
111	44,260
112	43,785 *
113	43,550 *
114	42,101 *
115	40,950 *
116	40,850
117	40,800
118	40,000
119	40,000
120	39,636
121	39,496
122	38,784
123	38,000 *
124	37,288
125	35,650 *
126	35,415
Average "*"	59,335
Average All	56,323

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	81,500 *
2	78,467
3	78,384
4	74,000 *
5	71,244 *
6	69,360 *
7	68,972 *
8	68,700 *
9	67,602 *
10	67,310 *
11	67,027 *
12	67,000
13	66,471 *
14	66,310
15	65,890 *
16	65,500 *
17	65,280 *
18	65,238 *
19	65,000 *
20	64,530 *
21	64,210
22	62,928 *
23	62,000 *
24	61,569 *
25	60,980 *
26	60,900 *
27	60,333
28	60,000 *
29	59,500
30	59,333 *
31	59,124 *
32	58,500 *
33	58,477 *
34	58,000 *
35	58,000 *
36	58,000 *
37	57,596
38	57,544
39	57,399 *
40	57,204
41	56,500 *
42	56,292 *

(Continued)

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID
(Continued)

Rank	Salary
43	55,704
44	55,692 *
45	55,662
46	55,620
47	55,548 *
48	55,500
49	55,409 *
50	55,377 *
51	55,027 *
52	54,809 *
53	54,659 *
54	54,314
55	54,312
56	54,045 *
57	54,036 *
58	53,550 *
59	53,408 *
60	53,230
61	53,143
62	53,000
63	52,861 *
64	52,840 *
65	52,782 *
66	52,421 *
67	52,128
68	52,023 *
69	52,000 *
70	51,800 *
71	51,688
72	51,200 *
73	51,132 *
74	51,000 *
75	50,925 *
76	50,571
77	50,234 *
78	50,213 *
79	50,159
80	50,139
81	50,056
82	50,028
83	49,688
84	49,576 *
85	49,151
86	49,044 *
87	49,000
88	48,645 *
89	48,537
90	48,211 *
91	48,180 *
92	48,000 *
93	48,000
94	47,209 *
95	46,896
96	46,680 *
97	46,357
98	46,226
99	46,059 *
100	46,000
101	45,615 *
102	45,429
103	45,000 *
104	45,000 *
105	44,800 *
106	44,473 *
107	44,242
108	43,720 *
109	43,600
110	43,340
111	42,940 *
112	42,640
113	42,240
114	42,150
115	42,000 *
116	41,757 *
117	41,450
118	41,038
119	40,208
120	40,030 *
121	40,000 *
122	39,083 *
123	39,060
124	38,862
125	38,175
126	37,990
127	35,839 *
128	35,510
129	35,400 *
130	34,287
131	33,550 *

(Continued)

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID (Continued)

Rank	Salary	
132	33,220	
133	32,610	
134	30,743	
Average "*"	54,568	
Average All	52,492	

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

Rank	Salary	
1	103,464	*
2	98,800	*
3	87,900	*
4	87,365	*
5	86,328	*
6	79,354	
7	73,692	*
8	73,466	*
9	73,216	*
10	72,100	*
11	71,315	*
12	70,550	*
13	69,732	
14	68,910	*
15	68,292	*
16	68,103	*
17	68,000	*
18	67,300	*
19	66,131	*
20	66,012	*
21	65,600	*
22	64,775	*
23	64,575	*
24	64,341	*
25	64,272	
26	64,216	*
27	62,408	*
28	62,388	*
29	62,000	*
30	61,694	*
31	61,383	*
32	60,062	
33	60,000	*
34	60,000	
35	60,000	*
36	59,760	*
37	59,640	*
38	58,995	*
39	58,885	
40	58,571	*
41	57,500	*
42	56,991	*
43	56,388	*
44	56,100	*
45	56,000	*
46	55,721	*
47	55,719	*
48	55,618	
49	55,519	*
50	55,189	*
51	55,000	*
52	54,829	*
53	54,500	*
54	54,064	*
55	53,922	*
56	53,419	*
57	53,324	*
58	53,106	*
59	53,000	*
60	52,160	
61	52,100	*
62	51,974	
63	51,243	*
64	50,590	*
65	50,301	
66	50,240	*
67	50,031	*
68	50,000	
69	49,999	
70	49,090	
71	49,044	*
72	49,020	
73	48,431	
74	47,700	
75	47,004	*

(Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING
(Continued)

Rank	Salary
76	46,900 *
77	46,887 *
78	46,387
79	46,152 *
80	46,020
81	46,000 *
82	45,400 *
83	44,780
84	43,769 *
85	43,100
86	43,000 *
87	42,816
88	42,400 *
89	42,287 *
90	41,327 *
91	41,239
92	41,000
93	40,950 *
94	40,450
95	40,314
96	40,121
97	40,019
98	40,016 *
99	40,000 *
100	39,933
101	39,405 *
102	38,990 *
103	38,000 *
104	37,931
105	37,485
106	36,720
107	36,234 *
108	35,251
109	35,169
110	35,000 *
111	34,730
112	34,704
113	34,178
114	33,100
115	32,292
116	29,800
117	27,007 *
118	23,425
Average "*"	57,456
Average All	53,298

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

Rank	Salary
1	135,000 *
2	130,476 *
3	118,169 *
4	116,618 *
5	113,235 *
6	108,412 *
7	107,876
8	106,996 *
9	106,424 *
10	105,060 *
11	102,756 *
12	102,702 *
13	101,293 *
14	100,488 *
15	100,026 *
16	99,312
17	98,940
18	98,100 *
19	95,172 *
20	94,017 *
21	93,336 *
22	93,000 *
23	91,500 *
24	91,488 *
25	87,500 *
26	86,700
27	86,491 *
28	86,156 *
29	86,000 *
30	84,956 *
31	84,072 *
32	83,120 *

(Continued)

*NASULGC

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
33	82,500 *
34	81,549 *
35	81,000 *
36	80,238
37	80,126 *
38	80,004 *
39	80,003
40	79,695 *
41	79,600 *
42	79,500 *
43	79,044
44	78,911 *
45	76,612 *
46	76,066 *
47	75,816 *
48	75,801 *
49	75,595 *
50	75,488 *
51	74,500 *
52	73,825 *
53	73,100 *
54	72,857 *
55	71,903
56	71,869 *
57	71,864
58	71,685
59	71,570 *
60	71,563
61	71,400
62	71,240 *
63	70,848
64	70,838 *
65	70,800 *
66	70,233 *
67	68,863 *
68	68,030 *
69	65,720 *
70	65,700 *
71	65,004
72	64,350 *
73	63,888 *
74	63,440 *
75	62,976
76	61,391 *
77	61,290
78	57,750
79	57,414 *
80	56,989 *
81	56,000
82	55,882
83	54,600
84	53,100 *
85	52,269 *
86	52,222 *
87	51,264 *
88	50,700 *
89	50,482
90	50,000
91	49,236 *
92	47,380 *
93	44,865
94	43,632
95	42,840
96	42,794
97	40,740
98	40,737 *
99	40,112
100	39,576
101	36,750 *
102	35,693
103	33,660
104	31,955
105	31,795
106	29,822
107	27,166 *
108	27,072
109	26,000 *
Average "*"	78,706
Average All	72,332

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

Rank	Salary
1	73,224

(Continued)

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT
(Continued)

Rank	Salary
2	72,072 *
3	70,588 *
4	70,452 *
5	67,520
6	66,936 *
7	64,910 *
8	64,260 *
9	63,725 *
10	63,692 *
11	62,867 *
12	62,844
13	62,765 *
14	62,747 *
15	62,000 *
16	60,851 *
17	59,952 *
18	59,673 *
19	59,600 *
20	59,005 *
21	58,981 *
22	58,788
23	57,000 *
24	56,780 *
25	56,410
26	56,175 *
27	55,924 *
28	55,364 *
29	55,296 *
30	55,294 *
31	55,104
32	55,024 *
33	54,000
34	53,500 *
35	53,200 *
36	53,197
37	53,057
38	52,930 *
39	52,485 *
40	52,177
41	52,002 *
42	51,471
43	51,468
44	51,400
45	51,204 *
46	50,938
47	50,830 *
48	50,401 *
49	50,151 *
50	49,931 *
51	49,712 *
52	49,601 *
53	49,380
54	49,290 *
55	49,213
56	48,900
57	48,348
58	47,695 *
59	47,549
60	47,448 *
61	47,057
62	47,025 *
63	47,000 *
64	46,776 *
65	46,365 *
66	46,215 *
67	46,128 *
68	46,125
69	45,900
70	45,880 *
71	45,161 *
72	44,902
73	44,851 *
74	44,440 *
75	44,331
76	43,867
77	43,861 *
78	43,656
79	43,635
80	43,550 *
81	43,300
82	43,148 *
83	43,008 *
84	43,001 *
85	42,100
86	41,729 *
87	41,500 *
88	41,472
89	41,000 *
90	41,000 *

(Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT
(Continued)

Rank	Salary
91	40,755 *
92	40,620 *
93	40,556 *
94	40,000 *
95	39,402
96	39,286 *
97	39,124 *
98	38,892
99	38,207
100	37,800
101	37,734 *
102	37,262
103	36,680
104	36,432
105	36,387
106	36,050
107	35,756 *
108	35,748 *
109	35,666
110	35,616
111	35,178
112	34,700
113	34,152 *
114	33,500
115	32,847
116	32,340
117	31,955
118	30,900 *
119	30,450
120	29,000
121	27,585 *

Average "*"	50,502
Average All	48,148

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	110,000 *
2	108,500 *
3	107,448 *
4	100,000
5	98,940 *
6	97,200 *
7	96,765 *
8	94,500 *
9	93,135 *
10	93,001 *
11	91,400
12	91,312
13	90,000 *
14	87,000 *
15	86,699 *
16	82,140 *
17	80,325 *
18	80,000 *
19	80,000
20	79,500 *
21	78,619
22	78,431 *
23	78,143 *
24	78,000 *
25	77,600 *
26	75,000 *
27	(73,090)*
28	70,741
29	46,680 *

Average "*"	86,613
Average All	86,351

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	103,800 *
2	101,000 *
3	97,200 *
4	97,096 *
5	94,000 *
6	91,000 *
7	88,107 *

(Continued)

TABLE I (CONTINUED)

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING
(Continued)

Rank	Salary
8	84,270 *
9	83,000
10	80,500 *
11	77,400 *
12	76,212
13	74,000 *
14	73,700
15	(73,090)*
16	72,775 *
17	72,365
18	71,667
19	69,960 *
20	69,800 *
21	(69,059)
22	68,550 *
23	68,545
24	68,000
25	67,400 *
26	67,164 *
27	67,100
28	66,310
29	66,000 *
30	65,595 *
31	65,000
32	64,900 *
33	(64,000)
34	62,377 *
35	62,064 *
36	61,732
37	61,200 *
38	60,900 *
39	60,740
40	60,000 *
41	60,000 *
42	59,450 *
43	58,000
44	57,804 *
45	57,249 *
46	56,691 *
47	56,496 *
48	55,717 *
49	55,263 *
50	55,080 *
51	55,000 *
52	54,735 *
53	54,203
54	54,139 *
55	54,000 *
56	53,721 *
57	52,800
58	51,225 *
59	51,000 *
60	49,648 *
61	49,320 *
62	48,774 *
63	48,400
64	46,272 *
65	45,900
66	44,900 *
67	43,452
68	42,813
69	42,600 *
70	42,157
71	41,235 *
72	40,000 *
73	39,782 *
74	38,784
75	36,240 *
Average "*"	63,586
Average All	62,672

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
1	97,100 *
2	95,000 *
3	94,100 *
4	89,075 *
5	89,000 *
6	87,999
7	87,641 *
8	87,600 *
9	84,268 *
10	82,737 *

(Continued)

TABLE I (CONTINUED)

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
11	82,140 *
12	82,000 *
13	81,100 *
14	81,030 *
15	80,000 *
16	80,000 *
17	79,943 *
18	76,800 *
19	76,500 *
20	76,500 *
21	76,500 *
22	76,335 *
23	76,000 *
24	75,929 *
25	75,915 *
26	75,700 *
27	75,588 *
28	75,000 *
29	74,608 *
30	73,950 *
31	73,800 *
32	73,400 *
33	72,860 *
34	72,846 *
35	72,683 *
36	72,200
37	72,000 *
38	71,900
39	71,500 *
40	71,300
41	70,820
42	70,778 *
43	70,025 *
44	70,000 *
45	(69,059)
46	68,950
47	68,340 *
48	68,220 *
49	68,211
50	68,000
51	67,726 *
52	66,912 *
53	66,906
54	66,576
55	66,198 *
56	66,055 *
57	65,196 *
58	65,050 *
59	65,000
60	65,000
61	64,954 *
62	64,656
63	64,476 *
64	64,250 *
65	(64,000)
66	63,330 *
67	63,216
68	63,050 *
69	62,975 *
70	62,400
71	62,301 *
72	62,190
73	62,060
74	61,800 *
75	61,569
76	61,380
77	61,250 *
78	61,176
79	61,136 *
80	61,046 *
81	61,000
82	60,148
83	60,000
84	59,036
85	58,704 *
86	58,541
87	58,500 *
88	58,391 *
89	58,370 *
90	58,188
91	58,140
92	57,875 *
93	57,750 *
94	57,655 *
95	57,600 *
96	57,430 *
97	56,972
98	56,959
99	56,906 *

(Continued)

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT
(Continued)

Rank	Salary
100	56,760 *
101	56,650
102	56,448
103	56,200
104	56,000
105	55,950 *
106	55,018 *
107	53,674 *
108	53,424 *
109	52,500
110	52,451
111	50,220 *
112	49,980
113	49,897
114	49,420
115	49,250 *
116	49,043 *
117	45,800
118	45,700
119	41,483
120	41,366 *
121	39,616
122	39,418
123	37,614
Average "*"	69,430
Average All	65,682

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

Rank	Salary
1	87,600 *
2	79,543 *
3	77,880 *
4	76,550
5	76,355 *
6	75,787 *
7	75,400 *
8	75,000 *
9	72,500
10	72,188 *
11	72,000
12	69,875 *
13	69,189 *
14	68,850 *
15	68,163
16	67,926 *
17	67,457 *
18	67,157 *
19	67,126 *
20	67,078 *
21	66,700 *
22	66,336 *
23	66,000 *
24	65,910 *
25	65,623 *
26	65,400 *
27	64,888 *
28	64,450
29	64,400 *
30	63,902
31	63,866 *
32	63,797
33	63,000
34	61,700 *
35	61,368 *
36	61,280 *
37	61,000 *
38	59,500 *
39	59,069 *
40	58,433
41	58,130 *
42	57,876 *
43	57,732 *
44	57,444 *
45	57,366 *
46	57,000 *
47	56,800
48	56,751
49	56,100 *
50	55,674 *
51	55,550
52	55,499 *
53	55,176

(Continued)

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)
(Continued)

Rank	Salary
54	55,122
55	55,000 *
56	55,000 *
57	54,742
58	54,649 *
59	54,550
60	54,300 *
61	54,240
62	54,162
63	53,745 *
64	53,529 *
65	52,800
66	51,975 *
67	51,600
68	51,000
69	50,927 *
70	50,800
71	50,000
72	49,688
73	49,510 *
74	49,416
75	49,150
76	48,576 *
77	48,500 *
78	48,434
79	47,895
80	47,640 *
81	47,486 *
82	47,442 *
83	47,220 *
84	47,200 *
85	46,676 *
86	46,440 *
87	46,404
88	46,062 *
89	44,553 *
90	44,424 *
91	44,363 *
92	43,963 *
93	43,100 *
94	43,054 *
95	43,000 *
96	42,337
97	42,047
98	42,031 *
99	41,700
100	41,472
101	41,121
102	41,004
103	40,752
104	40,000 *
105	40,000
106	39,552
107	39,400
108	39,356
109	39,203
110	38,588
111	38,542
112	38,351
113	35,360
114	35,200
115	34,390
116	33,925 *
117	32,884 *
118	32,783 *
119	31,116
120	30,252 *
121	29,800 *
122	29,638 *
123	27,934 *
124	27,552 *

Average "*" 55,466

Average All 53,242

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	123,600 *
2	123,100 *
3	119,600 *
4	117,600 *
5	111,000 *
6	105,930 *
7	104,856 *

(Continued)

TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT
(Continued)

Rank	Salary
8	101,860 *
9	101,734 *
10	101,104 *
11	101,000 *
12	100,835 *
13	100,176 *
14	98,000 *
15	96,000 *
16	95,300
17	94,128 *
18	91,936 *
19	(91,880)*
20	91,800
21	91,800 *
22	91,300
23	90,125
24	(90,000)
25	89,900 *
26	89,000 *
27	87,360 *
28	(87,192)
29	86,810
30	84,540
31	84,161 *
32	83,916 *
33	83,232 *
34	82,872 *
35	82,713
36	82,539
37	82,000
38	81,400
39	81,000 *
40	80,000
41	80,000
42	80,000
43	80,000
44	79,590 *
45	79,475
46	78,913
47	78,100 *
48	77,900
49	75,000
50	75,000 *
51	73,890 *
52	73,440
53	73,000
54	72,726
55	70,000
56	69,680
57	68,700 *
58	67,400 *
59	66,893
60	66,000
61	62,639
62	(60,600)
63	35,417
Average "*"	93,947
Average All	86,153

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	(114,000)*
2	109,000 *
3	105,400 *
4	104,500 *
5	102,197 *
6	99,700 *
7	99,000 *
8	98,100 *
9	98,000 *
10	97,768 *
11	96,999
12	94,000 *
13	93,624 *
14	92,500 *
15	91,800 *
16	90,000 *
17	(90,000)
18	88,500
19	(87,192)
20	80,000 *
21	78,800 *
22	77,050

(Continued)

TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION (Continued)

Rank	Salary	
23	76,500	
24	73,000	*
25	72,400	*
26	67,200	*
27	65,520	*
28	61,387	*
29	(60,600)	
30	59,256	*
31	56,100	
Average "*"	89,007	
Average All	86,455	

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary	
1	119,431	*
2	(92,037)	*
3	90,000	*
4	89,500	*
5	85,968	*
6	85,500	*
7	83,070	*
8	78,078	*
9	75,950	*
10	74,688	*
11	74,494	*
12	74,400	*
13	74,250	*
14	73,440	*
15	73,000	
16	71,400	*
17	70,000	*
18	70,000	*
19	70,000	*
20	68,137	
21	67,170	
22	66,706	*
23	66,350	*
24	66,310	
25	66,188	*
26	65,978	*
27	65,469	*
28	64,216	*
29	64,003	
30	63,760	*
31	63,000	*
32	62,951	
33	62,583	
34	62,000	*
35	60,934	*
36	60,427	*
37	60,170	*
38	60,105	*
39	59,931	*
40	59,779	*
41	59,704	*
42	59,620	*
43	59,000	*
44	58,000	*
45	57,833	*
46	57,472	*
47	57,170	
48	56,850	*
49	56,825	*
50	55,720	
51	55,000	*
52	54,920	
53	54,693	
54	54,590	
55	54,570	
56	54,432	*
57	54,343	*
58	54,000	
59	54,000	*
60	53,883	*
61	53,360	
62	53,269	*
63	53,043	*
64	52,674	*
65	52,668	*
66	52,610	
67	52,560	*
68	52,500	*
69	52,469	

(Continued)

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION (Continued)

Rank	Salary
70	52,237
71	52,166 *
72	51,996
73	51,846
74	51,450 *
75	51,408 *
76	51,288
77	49,878
78	49,526
79	49,167
80	48,838 *
81	47,600 *
82	47,600
83	47,088
84	47,000 *
85	46,968
86	46,840 *
87	44,940
88	43,437
89	43,096 *
90	42,948
91	40,850
92	40,692 *
93	40,279
94	40,000 *
95	40,000 *
96	40,000 *
97	40,000
98	39,692
99	39,423
100	39,095
101	38,658
102	37,628
103	36,300
104	30,000
105	28,786
106	28,080 *
Average "*"	61,970
Average All	57,320

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR LEGISLATIVE RELATIONS

Rank	Salary
1	123,354 *
2	111,300 *
3	100,000 *
4	91,800 *
5	90,270 *
6	87,424
7	83,824 *
8	83,325 *
9	83,160
10	77,328
11	63,240 *
Average "*"	93,389
Average All	90,457

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	102,588 *
2	(92,037)*
3	84,000 *
4	83,325 *
5	81,324 *
6	80,000 *
7	79,500
8	78,293 *
9	78,279 *
10	77,500
11	77,215 *
12	77,000 *
13	77,000 *
14	75,144 *
15	74,081
16	71,000 *
17	(69,680)
18	69,000
19	67,500 *
20	67,248 *

(Continued)

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS (Continued)

Rank	Salary
21	65,000 *
22	64,250
23	63,725 *
24	63,360 *
25	62,620
26	62,438
27	62,403 *
28	61,742 *
29	60,000 *
30	58,200
31	56,100 *
32	54,764 *
33	54,624 *
34	53,159 *
35	51,055
36	50,004
37	49,156 *
38	47,783 *
39	46,738 *
40	42,831 *
41	39,142 *

Average "*" 67,083

Average All 66,605

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	157,198 *
2	131,772 *
3	130,000 *
4	120,000 *
5	116,000 *
6	114,412 *
7	(114,000)*
8	111,300 *
9	109,500 *
10	105,107 *
11	99,503 *
12	97,484
13	95,300 *
14	93,840 *
15	93,100 *
16	92,000
17	(91,880)*
18	90,920 *
19	90,551
20	90,400 *
21	89,216
22	88,367 *
23	86,900 *
24	86,400 *
25	85,400 *
26	83,872 *
27	83,403 *
28	81,600
29	78,376 *
30	74,000
31	73,850 *
32	73,000 *
33	69,000 *
34	59,364

Average "*" 98,993

Average All 95,795

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	125,000 *
2	110,000 *
3	107,841 *
4	107,451 *
5	97,000 *
6	91,680 *
7	86,500 *
8	86,024 *
9	(86,000)*
10	85,000 *
11	85,000 *
12	84,000 *

(Continued)

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT (Continued)

Rank	Salary
13	83,403 *
14	82,000
15	80,148 *
16	80,000 *
17	80,000
18	80,000 *
19	77,400
20	76,732 *
21	75,878 *
22	72,096 *
23	72,034
24	71,400
25	70,380 *
26	70,000 *
27	70,000 *
28	70,000
29	70,000
30	69,791 *
31	69,550
32	69,250
33	69,000 *
34	67,668 *
35	66,183
36	65,004
37	65,000
38	64,923 *
39	63,961 *
40	63,684 *
41	63,652
42	63,502
43	62,830
44	62,708
45	62,220
46	62,100
47	62,000 *
48	61,800
49	60,878 *
50	60,499
51	60,000 *
52	59,400 *
53	56,444
54	56,000
55	55,872
56	55,000 *
57	53,996 *
58	53,560
59	53,295
60	52,750
61	51,000
62	50,000
63	48,858 *
64	47,157
65	46,944 *
66	45,622 *
67	45,000 *
68	45,000
69	(45,000)
70	44,256
71	43,990
72	43,500 *
73	40,000
74	38,588
75	38,056 *
76	37,300 *
77	35,706 *
78	35,328
79	32,464 *
80	29,580

Average "*"	70,555
Average All	64,860

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	110,800 *
2	107,100 *
3	95,700 *
4	90,735 *
5	(86,000)*
6	83,000 *
7	79,500 *
8	75,740 *
9	75,229 *
10	75,111 *

(Continued)

TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES
(Continued)

Rank	Salary
11	75,000 *
12	72,252 *
13	71,110 *
14	70,850 *
15	70,686
16	70,000 *
17	69,807 *
18	66,934 *
19	66,000 *
20	66,000 *
21	65,000 *
22	64,992 *
23	64,654
24	63,714 *
25	63,480 *
26	63,250
27	62,812 *
28	62,750 *
29	60,950 *
30	60,757 *
31	59,892 *
32	59,740 *
33	59,717
34	58,188 *
35	58,000 *
36	57,074 *
37	56,214 *
38	55,306 *
39	55,000 *
40	55,000 *
41	54,463 *
42	54,072 *
43	54,000 *
44	53,460
45	52,792 *
46	52,367 *
47	52,232 *
48	50,957
49	50,556 *
50	50,406 *
51	50,000
52	49,301 *
53	49,000 *
54	48,960
55	48,878 *
56	48,720 *
57	48,317
58	48,088
59	48,000 *
60	47,839 *
61	47,721 *
62	47,500
63	47,062 *
64	46,872 *
65	46,704
66	46,660
67	45,834
68	45,675
69	(45,000)
70	44,662 *
71	44,268
72	42,672
73	42,640
74	42,516 *
75	42,457
76	42,079
77	42,000
78	42,000 *
79	41,981
80	41,600 *
81	41,600 *
82	41,440
83	41,032
84	40,953
85	40,750
86	40,272
87	40,092
88	39,944 *
89	39,929
90	39,012
91	39,000 *
92	38,700 *
93	37,886
94	36,998
95	36,780
96	36,500
97	35,514
98	34,522
99	32,500

(Continued)

*NASULGC

TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES (Continued)

Rank	Salary
100	31,887
101	30,690
Average "*"	60,820
Average All	54,261

PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	122,000 *
2	121,270 *
3	120,000 *
4	109,400 *
5	108,000 *
6	102,800 *
7	101,605 *
8	100,400 *
9	100,000 *
10	98,334 *
11	98,304 *
12	98,050 *
13	97,020 *
14	94,300 *
15	93,755 *
16	88,500 *
17	86,275 *
18	85,800 *
19	84,912 *
20	83,059 *
21	81,594 *
22	80,004 *
23	79,680 *
24	79,200 *
25	79,070 *
26	77,507 *
27	76,000 *
28	65,700 *
29	61,267 *
30	54,621
31	47,379
32	43,440 *
33	37,869
34	37,740
35	30,804 *
Average "*"	88,647
Average All	83,590

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	150,000 *
2	127,500 *
3	126,131 *
4	119,200 *
5	115,000 *
6	114,706 *
7	111,900 *
8	110,000 *
9	109,300
10	109,200 *
11	108,303 *
12	106,860 *
13	106,000 *
14	105,000 *
15	102,270 *
16	101,478 *
17	99,841 *
18	97,800 *
19	96,300 *
20	95,393 *
21	94,200 *
22	93,908 *
23	93,120 *
24	92,540 *
25	92,412 *
26	91,936 *
27	91,658 *
28	90,000 *
29	89,856 *
30	88,302 *

(Continued)

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

*NASULGC

TABLE I (CONTINUED)

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(Continued)

Rank	Salary
31	86,800 *
32	86,700
33	86,500 *
34	85,400 *
35	84,900
36	79,920 *
37	79,002 *
38	78,976
39	76,750
40	75,374 *
41	74,636
42	(67,320)
43	52,660
Average "*"	100,395
Average All	96,397

Rank	Salary
20	97,000
21	96,982 *
22	95,000
23	95,000 *
24	93,330 *
25	92,767
26	89,614
27	(87,475)
28	86,500 *
29	84,804
30	83,800 *
31	80,300
32	79,248 *
33	76,200
34	75,000 *
35	73,862
36	48,456 *
Average "*"	99,031
Average All	95,845

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	115,000 *
2	114,706 *
3	114,480 *
4	114,170 *
5	110,112 *
6	110,004 *
7	109,605 *
8	109,293 *
9	108,000 *
10	106,700 *
11	105,392 *
12	103,741 *
13	102,944 *
14	(100,400)*
15	99,300 *
16	98,592
17	97,889 *
18	97,451 *
19	97,300 *

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	112,750 *
2	102,290 *
3	100,968 *
4	92,353 *
5	90,863 *
6	90,480 *
7	88,169 *
8	86,800 *
9	83,523
10	83,237
11	81,600 *
12	80,700 *
13	79,294 *
14	78,922
15	76,000 *
16	75,401 *
17	75,377 *
18	73,807 *

(Continued)

TABLE I (CONTINUED)

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)
(Continued)

Rank	Salary
19	73,500 *
20	72,936 *
21	72,925 *
22	72,500
23	72,416 *
24	71,650 *
25	71,370
26	70,008 *
27	69,756 *
28	69,058 *
29	68,554
30	68,000 *
31	68,000
32	67,500
33	67,496 *
34	(67,320)
35	66,553
36	65,595 *
37	65,288 *
38	64,460 *
39	63,235 *
40	62,700 *
41	62,292 *
42	61,380
43	61,100 *
44	61,000
45	61,000
46	61,000 *
47	60,624
48	60,000 *
49	59,800 *
50	59,592
51	59,270 *
52	58,780 *
53	58,443
54	58,270 *
55	57,744
56	57,739
57	57,305
58	57,168
59	56,850 *
60	56,806
61	55,500
62	54,863
63	54,658 *
64	53,640
65	53,256 *
66	53,017 *
67	52,240 *
68	52,200 *
69	51,700
70	51,573 *
71	51,500
72	50,513
73	50,400 *
74	50,232
75	49,141 *
76	48,930 *
77	48,648 *
78	48,000 *
79	47,546
80	47,544 *
81	47,348 *
82	46,945
83	44,995
84	44,973 *
85	43,693 *
86	43,569 *
87	41,847 *
88	41,655 *
89	41,080 *
90	40,550
91	30,600

Average "*"	65,293
Average All	63,098

DEANS:
AGRICULTURE

Rank	Salary
1	167,045 *
2	(137,000)*
3	134,680 *
4	128,560 *
5	125,387 *

(Continued)

TABLE I (CONTINUED)

DEANS:
AGRICULTURE
(Continued)

Rank	Salary
6	117,095 *
7	116,000 *
8	115,500 *
9	115,000 *
10	113,040 *
11	112,200 *
12	112,000 *
13	112,000 *
14	110,398 *
15	108,650 *
16	108,431 *
17	107,500 *
18	105,900 *
19	105,288 *
20	104,220 *
21	102,251 *
22	102,000 *
23	98,424 *
24	98,200 *
25	97,800 *
26	97,380 *
27	91,972 *
28	90,525 *
29	90,168 *
30	89,508 *
31	87,510 *
32	86,500 *
33	84,700 *
34	84,114 *
35	83,800 *
36	83,774 *
37	82,800 *
38	78,830 *
39	75,374 *
40	75,250 *
41	70,500 *
42	(68,056)
43	65,354
44	63,554
45	56,784
Average "*"	102,616
Average All	99,134

DEANS:
ARCHITECTURE

Rank	Salary
1	115,620 *
2	115,000 *
3	110,176 *
4	110,000 *
5	109,800 *
6	106,000 *
7	104,500 *
8	104,249 *
9	102,000 *
10	101,551 *
11	98,500 *
12	98,000
13	96,500 *
14	96,024 *
15	96,000 *
16	93,300 *
17	92,477 *
18	91,000 *
19	90,000 *
20	89,881
21	89,200 *
22	87,996 *
23	87,500 *
24	85,189
25	84,029 *
26	84,000 *
27	83,487 *
28	82,300 *
29	82,000 *
30	81,700 *
31	81,054 *
32	80,900 *
33	80,316 *
34	78,000 *
35	77,037 *
36	73,016 *
37	69,026 *
38	64,413 *
Average "*"	91,391
Average All	91,362

*NASULGC

TABLE I (CONTINUED)

DEANS:
ARTS AND LETTERS

Rank	Salary	
1	120,000	*
2	110,175	*
3	110,000	*
4	110,000	*
5	106,900	*
6	100,879	
7	95,136	*
8	94,706	
9	92,000	
10	91,970	*
11	90,012	
12	85,000	
13	79,695	*
14	65,104	
Average "*"	102,985	
Average All	96,541	

DEANS:
ARTS AND SCIENCES

Rank	Salary	
1	152,000	*
2	145,000	*
3	143,000	*
4	140,000	*
5	122,700	*
6	120,000	*
7	115,500	*
8	113,960	*
9	112,500	*
10	110,000	
11	108,366	*
12	108,300	*
13	106,603	*
14	105,882	*
15	105,800	*
16	105,500	*
17	105,000	*
18	102,024	*
19	101,500	*
20	101,143	*
21	100,453	*
22	100,000	*
23	99,364	
24	99,000	
25	98,600	
26	97,200	*
27	96,900	*
28	96,334	*
29	95,532	
30	95,287	
31	95,004	*
32	95,000	*
33	95,000	*
34	94,450	*
35	94,000	*
36	93,480	
37	93,228	
38	93,100	
39	93,000	
40	92,300	*
41	92,157	
42	91,667	*
43	91,500	*
44	91,183	*
45	90,132	
46	89,500	*
47	87,388	*
48	87,000	
49	86,985	
50	85,567	*
51	84,708	
52	84,516	*
53	84,504	*
54	84,243	*
55	84,168	
56	84,069	
57	83,547	*
58	83,000	
59	82,500	*
60	81,800	
61	81,529	
62	80,000	
63	79,560	

(Continued)

DEANS:
ARTS AND SCIENCES
(Continued)

Rank	Salary
64	79,000 *
65	78,303 *
66	77,138 *
67	76,200 *
68	74,076
69	73,129
70	72,460
71	71,500
72	71,001
73	70,076
74	69,573
75	69,514 *
76	68,700 *
77	68,115 *
78	68,000 *
Average "*"	98,214
Average All	93,590

DEANS:
BUSINESS MANAGEMENT

Rank	Salary
1	161,000 *
2	160,000 *
3	157,423 *
4	152,000 *
5	150,000 *
6	148,560 *
7	144,359 *
8	140,460
9	140,000 *
10	130,000
11	129,412
12	129,255 *
13	127,400 *
14	126,500 *
15	125,000
16	124,500
17	123,600 *
18	122,586 *
19	122,550 *
20	121,800 *
21	120,000 *
22	120,000
23	118,922 *
24	118,350 *
25	117,645 *
26	117,300
27	116,500 *
28	116,100 *
29	115,870 *
30	114,525 *
31	114,330
32	114,161 *
33	113,525 *
34	112,104 *
35	111,644
36	111,500 *
37	111,100 *
38	110,733 *
39	110,000 *
40	110,000
41	109,896 *
42	109,804 *
43	109,000 *
44	108,999 *
45	108,252 *
46	108,043 *
47	107,865 *
48	107,634 *
49	106,759 *
50	106,603 *
51	106,400
52	106,400 *
53	106,080
54	106,080 *
55	106,000 *
56	105,678 *
57	105,000
58	104,948 *
59	104,575 *
60	102,500 *
61	102,444 *
62	102,375 *
63	102,000

(Continued)

DEANS:
BUSINESS MANAGEMENT
(Continued)

Rank	Salary	
64	101,609	
65	101,174	*
66	100,200	*
67	100,000	*
68	100,000	*
69	99,664	
70	98,490	
71	97,512	*
72	96,912	*
73	96,361	*
74	96,000	
75	95,950	*
76	95,550	*
77	95,004	*
78	94,759	
79	93,700	
80	93,276	*
81	92,975	*
82	92,700	*
83	92,040	
84	91,800	*
85	91,000	
86	90,000	*
87	89,107	*
88	88,800	
89	88,044	
90	88,000	*
91	87,550	
92	87,516	*
93	86,124	
94	85,000	
95	84,708	
96	83,500	
97	83,280	
98	83,275	*
99	83,178	*
100	82,935	*
101	82,500	
102	81,000	
103	81,000	
104	80,508	
105	80,004	*
106	80,000	*
107	79,100	
108	79,100	*
109	78,660	*
110	77,200	
111	76,440	*
112	75,005	
113	74,769	
114	74,076	
115	73,332	
116	73,000	
117	72,384	*
118	70,223	
119	70,000	
120	70,000	*
121	68,574	
122	66,500	*
123	62,240	

Average "*" 107,544

Average All 102,499

DEANS:
CONTINUING EDUCATION

Rank	Salary	
1	105,500	*
2	97,480	
3	96,852	*
4	96,458	*
5	95,815	*
6	95,400	*
7	93,631	*
8	92,767	*
9	92,549	*
10	92,000	
11	90,000	*
12	90,000	*
13	89,386	*
14	89,318	*
15	89,039	*
16	88,589	*
17	88,342	*
18	88,236	*

(Continued)

University of Arkansas *NASULGC
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

DEANS:
CONTINUING EDUCATION
(Continued)

Rank	Salary
19	87,699 *
20	87,192 *
21	85,922
22	85,700 *
23	85,100 *
24	84,612 *
25	84,000 *
26	83,566 *
27	82,900 *
28	81,960 *
29	81,619 *
30	81,032
31	80,979 *
32	80,497 *
33	80,255 *
34	80,000 *
35	79,145 *
36	79,020 *
37	79,000
38	78,348 *
39	77,353 *
40	76,000 *
41	75,612
42	75,500 *
43	75,415 *
44	75,400
45	74,900 *
46	74,393 *
47	74,263
48	74,000
49	73,500 *
50	72,012
51	71,495 *
52	70,800
53	70,581
54	70,479
55	70,116 *
56	68,318 *
57	68,272
58	67,831 *
59	67,264 *
60	67,000
61	66,675 *
62	66,287
63	66,189 *
64	66,180
65	66,000 *
66	66,000 *
67	63,948
68	63,011
69	63,000 *
70	62,776
71	60,023
72	58,959 *
73	58,759 *
74	58,250 *
75	56,153
76	56,100 *
77	55,239 *
78	49,711
79	47,756
80	38,385
Average "*"	79,486
Average All	76,248

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

Rank	Salary
1	159,540 *
2	(137,000)*
3	122,900 *
4	110,000
5	92,808 *
6	89,244 *
7	85,034 *
8	84,400 *
9	76,125
10	75,751 *
11	51,422
Average "*"	105,835
Average All	98,566

TABLE I (CONTINUED)

DEANS:
EDUCATION

Rank	Salary
1	136,380 *
2	128,815 *
3	117,301 *
4	116,863 *
5	115,000 *
6	112,305 *
7	108,564 *
8	108,000 *
9	106,440 *
10	106,221 *
11	106,000 *
12	106,000 *
13	105,000 *
14	103,200 *
15	102,941 *
16	102,856 *
17	102,469 *
18	102,000 *
19	101,000 *
20	100,800 *
21	100,700 *
22	100,000 *
23	100,000 *
24	100,000 *
25	100,000
26	99,465 *
27	98,800 *
28	97,148 *
29	96,850 *
30	96,700 *
31	96,000 *
32	96,000
33	95,000
34	94,860 *
35	94,605 *
36	93,600 *
37	93,200
38	92,880
39	92,767
40	92,000
41	91,912 *
42	91,690 *
43	91,464 *
44	90,306 *
45	90,000
46	90,000 *
47	89,777 *
48	89,535 *
49	89,440
50	89,376
51	89,347
52	(89,200)*
53	88,800 *
54	88,461 *
55	88,197 *
56	88,000 *
57	87,294 *
58	87,255
59	86,994
60	85,930 *
61	85,750 *
62	85,404 *
63	85,165
64	85,000 *
65	84,636 *
66	84,000 *
67	84,000 *
68	83,300
69	83,076
70	82,647
71	82,400
72	82,000 *
73	82,000 *
74	81,458 *
75	81,092 *
76	80,300
77	80,000
78	79,194
79	79,000
80	78,000 *
81	77,817 *
82	77,544
83	75,929 *
84	75,801 *
85	75,666 *
86	75,500 *
87	75,400
88	75,000 *
89	75,000
90	74,700

(Continued)

University of Arkansas *NASULGC
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

DEANS:
EDUCATION
(Continued)

Rank	Salary
91	74,613
92	74,500 *
93	74,076
94	73,500
95	73,236
96	73,184
97	73,020
98	72,532
99	72,000 *
100	70,720 *
101	70,128 *
102	70,051 *
103	70,013
104	69,550 *
105	69,160 *
106	69,010 *
107	69,010
108	68,574
109	68,444
110	67,500
111	66,334
112	65,817
113	65,660
114	65,000 *
115	62,608 *
116	60,000 *
117	56,243
118	50,000
Average "*"	91,056
Average All	86,635

DEANS:
ENGINEERING

Rank	Salary
1	175,500 *
2	159,120 *
3	156,500 *
4	151,500 *
5	142,800 *
6	141,750 *
7	140,000 *
8	132,900 *
9	131,940 *
10	130,500 *
11	127,745 *
12	127,680 *
13	127,500 *
14	127,100 *
15	126,900 *
16	125,417 *
17	125,364
18	124,922 *
19	122,549 *
20	121,954 *
21	120,115 *
22	120,000 *
23	119,900 *
24	119,523 *
25	119,208
26	117,300 *
27	117,040
28	115,830 *
29	115,375 *
30	115,000 *
31	115,000 *
32	115,000 *
33	115,000 *
34	113,300
35	113,000
36	112,918 *
37	112,240 *
38	111,500 *
39	110,625 *
40	110,434 *
41	109,920 *
42	108,000
43	106,704 *
44	106,385 *
45	106,358 *
46	106,032
47	105,724 *
48	105,199 *
49	105,074 *
50	105,000

(Continued)

TABLE I (CONTINUED)

DEANS:
ENGINEERING
(Continued)

Rank	Salary	
51	104,640	*
52	104,000	*
53	103,000	*
54	102,600	*
55	102,384	*
56	102,157	
57	101,754	
58	101,040	*
59	100,488	*
60	99,958	*
61	99,753	*
62	99,445	*
63	98,826	*
64	98,500	*
65	98,482	
66	98,325	*
67	98,172	*
68	97,538	
69	97,000	
70	96,728	
71	96,140	*
72	94,319	*
73	94,200	*
74	94,008	*
75	93,841	
76	93,790	
77	93,000	
78	90,999	*
79	90,360	*
80	90,060	
81	89,907	
82	89,568	
83	89,195	*
84	88,500	*
85	88,000	
86	87,055	*
87	86,484	
88	84,943	
89	84,000	
90	80,322	*
91	79,285	*
92	78,957	
93	78,625	*
94	78,231	*
95	75,005	
96	74,583	
97	73,840	*
98	70,040	
99	69,680	*

Average "*"	111,004
Average All	106,809

DEANS:
FINE ARTS

Rank	Salary	
1	123,240	*
2	111,000	*
3	110,052	*
4	110,000	*
5	105,400	*
6	98,283	*
7	97,363	
8	97,000	*
9	95,000	*
10	93,550	*
11	90,686	*
12	89,433	*
13	88,900	*
14	87,309	
15	86,052	
16	86,000	*
17	82,068	
18	(81,600)	*
19	81,100	
20	78,200	
21	77,779	
22	77,445	
23	77,436	
24	76,135	*
25	75,255	
26	74,000	
27	72,113	
28	70,872	*
29	70,836	

(Continued)

*NASULGC

TABLE I (CONTINUED)

DEANS:
FINE ARTS
(Continued)

Rank	Salary
30	70,000 *
31	68,753
32	68,106 *
33	66,210 *
34	66,207 *
35	65,000
36	60,849 *
37	60,000 *
38	57,114 *
39	53,689
Average "*"	85,897
Average All	82,052

DEANS:
FORESTRY

Rank	Salary
1	112,000 *
2	105,600 *
3	91,667
4	91,560
5	90,720 *
6	89,435 *
7	89,411 *
8	88,950 *
9	85,905 *
10	85,013 *
11	82,700 *
12	77,776
13	76,405 *
14	68,573
15	63,500 *
Average "*"	88,149
Average All	86,614

DEANS:
GRADUATE

Rank	Salary
1	136,200 *
2	118,200
3	118,000 *
4	116,000 *
5	114,024 *
6	111,040 *
7	110,070 *
8	108,000 *
9	106,000 *
10	106,000 *
11	105,969 *
12	105,250 *
13	104,700 *
14	102,964 *
15	102,500 *
16	101,695
17	(100,400)*
18	100,128 *
19	99,235
20	98,920
21	98,800 *
22	97,159 *
23	95,500 *
24	95,000 *
25	94,176 *
26	91,913 *
27	91,750 *
28	91,700 *
29	91,464 *
30	90,837 *
31	90,270 *
32	90,000 *
33	89,654 *
34	89,614
35	88,900 *
36	88,608 *
37	87,508 *
38	(87,475)
39	85,295 *
40	85,181
41	85,000
42	84,050 *

(Continued)

University of Arkansas *NASULGC
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

TABLE I (CONTINUED)

DEANS:
GRADUATE
(Continued)

Rank	Salary
43	83,810 *
44	83,490 *
45	82,620 *
46	81,960
47	81,000
48	80,500 *
49	80,000 *
50	80,000 *
51	79,800
52	78,688
53	78,550 *
54	78,350 *
55	77,880 *
56	77,640 *
57	77,250 *
58	77,220
59	75,900
60	75,588
61	75,000
62	75,000 *
63	74,870 *
64	74,781 *
65	74,500
66	74,450
67	74,436 *
68	73,465
69	73,392
70	72,000
71	71,400 *
72	71,252
73	70,223
74	69,308
75	68,694
76	68,376 *
77	68,358 *
78	68,208
79	68,106 *
80	65,520
81	65,000
82	64,403 *
83	62,200
84	61,880 *
85	60,757
86	60,423
87	59,254 *
88	49,000

Average "*" 89,835

Average All 85,223

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

Rank	Salary
1	106,000 *
2	103,100 *
3	99,400 *
4	96,099 *
5	(90,956)*
6	(89,200)*
7	89,136 *
8	89,040 *
9	83,402 *
10	(82,120)*
11	74,373 *
12	72,780
13	70,312
14	70,040
15	69,770 *
16	68,508 *
17	68,200
18	62,582
19	46,120

Average "*" 87,777

Average All 80,586

DEANS:
HOME ECONOMICS

Rank	Salary
1	105,264 *
2	103,596 *

(Continued)

*NASULGC

DEANS:
HOME ECONOMICS
(Continued)

Rank	Salary
3	103,000 *
4	103,000 *
5	101,216 *
6	101,065 *
7	100,980 *
8	99,500 *
9	98,000 *
10	95,472 *
11	94,005 *
12	92,684 *
13	90,828 *
14	90,000 *
15	87,144 *
16	83,076
17	82,500 *
18	82,161
19	82,000 *
20	80,966 *
21	79,371 *
22	78,500 *
23	76,492 *
24	76,450 *
25	74,200 *
26	(68,056)
27	63,004
28	63,000 *
29	54,480 *
Average "*"	88,549
Average All	86,552

DEANS:
HUMANITIES

Rank	Salary
1	106,440 *
2	102,798 *
3	101,700 *
4	98,000 *
5	97,000 *
6	96,660 *
7	95,100 *
8	94,600
9	90,904 *
10	88,550
11	88,303 *
12	72,300 *
13	66,624
14	63,326 *
Average "*"	92,048
Average All	90,165

DEANS:
JOURNALISM/
COMMUNICATION

Rank	Salary
1	126,300 *
2	114,000 *
3	105,300 *
4	102,840 *
5	100,300 *
6	98,550 *
7	95,404 *
8	95,000 *
9	94,000 *
10	94,000 *
11	93,350 *
12	91,120 *
13	89,500 *
14	87,000 *
15	84,811 *
16	80,000 *
17	80,000 *
18	77,300 *
19	74,500
20	73,152 *
21	65,000 *
22	64,812 *
23	64,500
24	51,022
25	49,300 *
Average "*"	89,138
Average All	86,042

TABLE I (CONTINUED)

DEANS:
LAW

Rank	Salary
1	170,960 *
2	164,333 *
3	164,100 *
4	161,300 *
5	158,300 *
6	150,738
7	146,000 *
8	145,834 *
9	145,000 *
10	142,700 *
11	140,400 *
12	136,128 *
13	130,875 *
14	129,944 *
15	128,000
16	126,499 *
17	126,000 *
18	125,004 *
19	124,965
20	124,440 *
21	123,082 *
22	122,703 *
23	122,676 *
24	121,569
25	120,750 *
26	120,500 *
27	119,682 *
28	117,574 *
29	115,800 *
30	114,913
31	113,000 *
32	111,300 *
33	110,000
34	110,000 *
35	109,500 *
36	107,892 *
37	106,593 *
38	106,000 *
39	105,972 *
40	105,000
41	104,636 *
42	104,000 *
43	102,960
44	102,500 *
45	102,300 *
46	98,553
47	98,479 *
48	98,200 *
49	91,500 *
50	91,407 *
51	90,247 *
52	89,750 *
53	83,200 *
Average "*"	121,070
Average All	120,448

DEANS:
LIBERAL ARTS

Rank	Salary
1	143,980 *
2	113,832 *
3	110,575 *
4	103,450 *
5	96,696 *
6	93,672 *
7	93,263
8	92,440 *
9	92,250
10	91,000
11	89,618 *
12	88,400
13	83,892 *
14	82,200 *
15	78,319
16	76,369
17	74,675 *
18	73,200
19	72,430
20	71,724
21	68,403
22	47,500
Average "*"	98,639
Average All	88,086

*NASULGC

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	106,200 *
2	104,777 *
3	96,900 *
4	96,000 *
5	95,096 *
6	93,305 *
7	91,000 *
8	90,000 *
9	88,000 *
10	86,000 *
11	85,000 *
12	83,202 *
13	83,016 *
14	82,161
15	81,196 *
16	77,351
17	73,344 *
18	73,000 *
19	72,553 *
20	71,585 *
21	67,500 *
22	64,000
Average "*"	86,193
Average All	84,599

DEANS:
MATHEMATICS

Rank	Salary
1	128,676 *
2	100,400 *
3	70,824 *
4	53,689
Average "*"	99,967
Average All	88,397

DEANS:
MUSIC

Rank	Salary
1	119,300 *
2	116,000 *
3	115,094 *
4	90,457
5	85,500 *
6	82,803 *
7	82,464 *
8	(81,600)*
9	79,500 *
10	70,000 *
11	69,500 *
12	66,730 *
Average "*"	88,045
Average All	88,246

DEANS:
PUBLIC AFFAIRS

Rank	Salary
1	122,200 *
2	117,127 *
3	111,055 *
4	91,047 *
5	89,733 *
6	(89,407)*
7	88,431 *
8	84,708
9	82,600
10	71,872 *
11	69,112
12	67,462
Average "*"	97,609
Average All	90,396

University of Arkansas *NASULGC
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

DEANS:
SCIENCE

Rank	Salary	
1	128,220	*
2	122,278	*
3	120,875	*
4	120,000	*
5	118,000	*
6	115,496	*
7	114,750	*
8	114,649	*
9	111,032	*
10	110,800	*
11	107,688	*
12	107,100	*
13	104,794	*
14	103,531	
15	103,505	*
16	100,834	*
17	99,300	*
18	98,956	*
19	98,260	
20	96,600	
21	96,000	
22	95,800	*
23	95,000	
24	93,240	
25	92,000	
26	91,667	
27	91,344	*
28	89,900	*
29	87,264	*
30	87,000	
31	86,124	
32	84,249	*
33	84,205	*
34	82,159	
35	80,580	
36	80,016	
37	75,000	*
38	74,000	
39	69,900	
40	66,465	
41	66,040	
42	64,280	
Average "*"	104,418	
Average All	95,926	

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

Rank	Salary	
1	121,170	*
2	115,000	*
3	114,768	*
4	108,288	*
5	104,992	*
6	101,046	*
7	99,442	*
8	99,400	
9	98,208	*
10	96,900	
11	96,480	*
12	94,828	*
13	85,000	
14	80,989	*
15	80,800	
16	72,996	
17	51,022	
Average "*"	103,201	
Average All	95,372	

DEANS:
SOCIAL WORK

Rank	Salary	
1	143,500	*
2	121,800	*
3	109,999	
4	107,148	*
5	106,000	*
6	105,000	*
7	103,793	
8	102,000	*
9	100,368	*
10	99,500	*
11	97,348	*
12	96,135	*
13	94,896	*
14	93,809	*

(Continued)

DEANS:
SOCIAL WORK
(Continued)

Rank	Salary
15	93,600 *
16	91,000 *
17	89,701 *
18	(89,407)*
19	88,937 *
20	85,815 *
21	85,000 *
22	84,250 *
23	83,835 *
24	78,162 *
25	76,000 *
26	76,000 *
27	73,704
28	71,800 *
29	70,209 *
30	65,592 *
31	63,000 *
Average "*"	91,422
Average All	91,849

DEANS:
UNDERGRADUATE
STUDIES

Rank	Salary
1	100,000 *
2	99,900
3	94,897 *
4	92,304 *
5	92,000
6	90,000 *
7	86,931 *
8	85,000
9	84,075 *
10	82,500
11	78,100 *
12	76,430 *
13	76,000
14	76,000 *
15	66,569
16	57,120
Average "*"	86,526
Average All	83,614

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

Rank	Salary
1	94,100 *
2	91,800 *
3	89,827 *
4	84,151
5	81,430 *
6	77,477 *
7	76,073 *
8	73,900 *
9	73,800 *
10	70,500 *
11	69,299 *
12	68,315 *
13	65,812
14	65,700 *
15	64,956
16	63,809 *
17	60,813
18	50,986
19	41,620
Average "*"	76,618
Average All	71,809

MEDICAL DEANS:
DENTISTRY

Rank	Salary
1	170,000
2	144,500 *
3	141,000 *
4	140,100 *

(Continued)

MEDICAL DEANS:
DENTISTRY
(Continued)

Rank	Salary
5	137,500 *
6	132,500 *
7	131,840 *
8	127,466
9	120,346 *
10	120,000 *
11	120,000 *
12	116,142 *
13	114,000 *
14	114,000 *
15	113,381 *
16	102,375 *
17	95,076 *
18	94,440
Average "*"	122,851
Average All	124,148

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

Rank	Salary
1	118,000 *
2	111,240 *
3	105,000 *
4	100,400 *
5	97,444 *
6	97,147 *
7	96,800
8	95,000 *
9	93,553
10	93,400 *
11	93,000 *
12	92,224 *
13	91,000 *
14	(90,956)*
15	88,636 *
16	88,200
17	87,745 *
18	87,720
19	85,770
20	85,000
21	84,706
22	82,431 *
23	82,175 *
24	(82,120)*
25	81,081 *
26	81,077 *
27	78,800
28	75,283
29	75,000
30	72,908 *
31	72,255
32	70,013
33	67,500
Average "*"	92,149
Average All	87,987

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	275,000
2	264,914 *
3	261,604 *
4	247,824 *
5	242,000 *
6	231,750 *
7	216,882 *
8	212,300 *
9	203,922 *
10	(198,612)*
11	195,821 *
12	185,000 *
13	183,700 *
14	182,000 *
15	181,960 *
16	181,750 *
17	173,287
18	173,000 *
19	170,252 *
20	169,000

(Continued)

MEDICAL DEANS:
MEDICINE
(Continued)

Rank	Salary	
21	163,125	*
22	158,000	
23	153,840	*
24	140,553	*
25	140,004	*
26	138,960	*
27	138,253	*
28	135,250	*
29	127,200	*
30	126,080	
31	112,686	*
32	112,000	*
33	110,000	*
34	109,434	*
35	102,936	*
36	78,132	*
37	60,500	*
Average "*"	167,380	
Average All	169,122	

MEDICAL DEANS:
NURSING

Rank	Salary	
1	136,200	*
2	126,500	*
3	115,000	
4	113,370	*
5	108,150	*
6	107,092	*
7	105,864	*
8	105,828	*
9	104,900	*
10	103,775	*
11	103,137	*
12	102,121	*
13	101,000	*
14	97,300	
15	96,824	*
16	95,000	*
17	94,840	*
18	94,681	*
19	94,400	*
20	93,486	*
21	93,000	*
22	92,064	*
23	91,723	*
24	90,000	*
25	88,000	*
26	87,888	*
27	87,300	*
28	87,240	*
29	86,082	*
30	85,668	*
31	85,600	*
32	85,424	*
33	85,000	
34	84,987	
35	84,000	*
36	83,837	
37	83,528	*
38	82,500	
39	82,403	
40	82,400	
41	82,000	*
42	80,900	*
43	80,040	
44	78,549	*
45	78,250	
46	77,000	
47	76,488	*
48	76,055	*
49	75,120	*
50	73,000	*
51	69,000	*
52	68,244	*
53	67,600	
54	66,500	*
55	65,075	
56	63,036	
57	63,000	*
58	62,518	
59	62,240	
Average "*"	91,245	
Average All	88,012	

TABLE I (CONTINUED)

MEDICAL DEANS: OPTOMETRY

Rank	Salary
1	125,000 *
2	106,332 *
3	103,859 *
4	103,284 *
5	90,019
Average "*"	109,619
Average All	105,699

MEDICAL DEANS: PHARMACY

Rank	Salary
1	144,700 *
2	135,220 *
3	128,912 *
4	122,980
5	121,224 *
6	117,420 *
7	116,000 *
8	115,900 *
9	113,400 *
10	112,005 *
11	111,233 *
12	108,000 *
13	105,532 *
14	105,000 *
15	102,000 *
16	100,456 *
17	99,300 *
18	97,600 *
19	95,680 *
20	90,250 *
21	89,849 *
22	89,076 *
23	87,480 *
24	87,006
25	86,480 *
26	85,280 *
27	84,892 *
28	82,750 *
29	81,028 *
30	77,480 *
31	75,833 *
32	74,800 *
33	74,604 *
34	62,608 *
Average "*"	99,125
Average All	99,470

MEDICAL DEANS: PUBLIC HEALTH

Rank	Salary
1	139,700 *
2	138,000 *
3	134,941 *
4	125,000 *
5	125,000 *
6	98,412 *
7	(90,956)*
8	87,077
9	80,649 *
Average "*"	116,582
Average All	113,304

MEDICAL DEANS: VETERINARY MEDICINE

Rank	Salary
1	150,000 *
2	143,368 *
3	142,140 *
4	131,225 *
5	119,322 *
6	115,000 *
7	114,500 *
8	112,800 *

(Continued)

TABLE I (CONTINUED)

MEDICAL DEANS:
VETERINARY
MEDICINE
(Continued)

Rank	Salary
9	111,500 *
10	111,400 *
11	110,784 *
12	110,250 *
13	109,824 *
14	109,308 *
15	104,900 *
16	98,004 *
17	93,000 *
18	92,200 *
19	90,552 *
20	82,615 *
Average "*"	112,635
Average All	112,635

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-NINE STATE-SUPPORTED UNIVERSITIES REPRESENTING FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-five universities from this region are as follows:

Auburn University
University of Alabama
University of Alabama at Birmingham
University of South Alabama
Florida Atlantic University
Florida State University
University of Florida
University of Central Florida
Georgia Institute of Technology
Georgia State University
University of Georgia
University of Kentucky
University of Louisville
Mississippi State University
University of Southern Mississippi
University of Mississippi
North Carolina State University
University of North Carolina - Chapel Hill
Clemson University
University of South Carolina
East Tennessee State University
Memphis State University
Middle Tennessee State University
Tennessee Technological University
University of Tennessee - Knoxville

TABLE II (Continued)
ATLANTA REGION

ADMINISTRATIVE OFFICERS: PRES OF A SYSTEM OF MULTI-CAMPUSES

Rank	Salary
1	151,300
2	140,000
3	135,503
4	127,513
5	97,500
Average	130,363

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	190,550
2	170,000
3	167,000
4	165,000
5	161,337
6	157,955
7	155,000
8	148,000
9	138,375
10	136,500
11	135,000
12	134,620
13	120,000
14	117,915
15	117,130
16	97,500
17	97,500
18	93,000
19	90,000
20	86,800
21	56,810
Average	130,285

ADMINISTRATIVE OFFICERS: VICE PRES FOR INSTITUTIONAL PLANNING

Rank	Salary
1	103,851
2	92,642
3	73,128
4	(56,810)
Average	81,608

ADMINISTRATIVE OFFICERS: EXECUTIVE VICE PRESIDENT

Rank	Salary
1	145,000
2	112,000
3	99,100
4	(97,500)
5	74,531
Average	105,626

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	114,350
2	100,000
3	(97,500)
4	90,000
5	89,950
6	(87,200)
7	85,757
Average	94,965

TABLE II (Continued)
ATLANTA REGION

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	96,000
2	89,000
3	78,750
4	78,000
5	77,900
6	77,500
7	69,960
8	67,692
9	66,805
10	63,636
11	62,500
12	60,000
13	53,609
14	48,000
15	46,490
16	40,000
Average	67,240

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR HEALTH

Rank	Salary
1	309,000
2	201,200
3	(198,612)
4	160,500
5	143,700
6	133,000
Average	191,002

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR INFORMATION MANAGEMENT

Rank	Salary
1	125,000
2	110,057
3	100,000
4	92,642
5	89,000
6	80,752
Average	99,575

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	103,965
2	100,618
3	95,953
4	92,400
5	89,951
6	88,000
7	84,000
8	77,500
9	77,216
10	75,900
11	74,750
12	72,000
13	68,000
14	67,000
15	66,500
16	65,700
17	63,900
18	63,278
19	60,770
20	60,628
21	53,472
22	48,996
Average	75,023

TABLE II (Continued)
ATLANTA REGION

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	92,100
2	70,644
3	70,500
4	69,494
5	69,150
6	68,550
7	62,000
8	60,000
9	56,727
10	56,100
11	54,800
12	48,535
13	48,250
14	47,000
15	46,600
16	45,400
17	44,385
18	41,700
19	40,749
20	32,924
Average	56,280

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	80,000
2	71,000
3	68,494
4	67,300
5	64,855
6	61,770
7	61,647
8	61,285
9	61,000
10	60,900
11	58,289
12	(56,810)
13	56,200
14	55,311
15	55,015
16	47,160
17	44,025
18	42,253
19	40,067
20	38,897
21	33,279
Average	56,455

ADMINISTRATIVE OFFICERS: LEGAL COUNSEL

Rank	Salary
1	99,200
2	93,200
3	90,132
4	90,100
5	90,000
6	87,950
7	84,798
8	80,750
9	80,250
10	77,108
11	74,200
12	73,000
13	70,923
14	64,789
15	61,700
16	52,500
17	51,096
18	48,260
19	34,500
Average	73,919

TABLE II (Continued)
ATLANTA REGION

ACADEMIC OFFICERS: VICE PRESIDENT FOR ACADEMIC AFFAIRS

Rank	Salary
1	132,600
2	124,200
3	120,000
4	105,969
5	105,000
6	98,000
7	94,000
8	93,000
9	92,300
10	92,208
11	90,000
12	87,420
13	86,032
14	85,434
15	79,999
16	73,810
Average	97,498

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	175,050
2	144,390
3	125,000
4	118,000
5	118,000
6	114,000
7	109,180
8	108,250
Average	126,484

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	115,000
2	103,000
3	99,000
4	95,000
5	92,800
6	89,726
7	89,250
8	87,617
9	86,500
10	85,600
11	79,860
12	78,124
13	77,400
14	75,802
15	74,160
16	69,400
17	68,004
18	68,000
19	67,915
20	66,660
21	62,560
22	60,770
23	60,040
24	53,172
Average	79,390

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	119,800
2	117,785
3	116,400
4	116,070

(Continued)

TABLE II (Continued)
ATLANTA REGION

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (Continued)

Rank	Salary
5	116,000
6	112,506
7	112,300
8	104,800
9	103,500
10	100,000
11	99,077
12	98,000
13	96,000
14	86,032
15	84,900
16	78,902
17	77,500
18	73,828
19	73,748
20	70,467
21	66,700
Average	96,396

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	91,500
2	89,400
3	89,225
4	(88,000)
5	85,000
6	80,000
7	79,950
8	75,924
9	70,500
10	69,999
11	68,489
12	68,000
13	68,000
14	66,175
15	63,885
16	62,200
17	61,200
18	55,496
19	54,280
20	53,872
21	46,600
Average	70,843

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

Rank	Salary
1	(88,000)
2	(88,000)
3	73,000
4	62,240
5	58,539
6	49,900
7	49,000
8	48,300
9	47,348
10	46,500
11	43,066
12	37,648
13	34,620
14	34,104
15	32,712
Average	52,865

TABLE II (Continued)
ATLANTA REGION

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	(88,000)
2	59,612
3	53,500
4	52,008
5	49,800
6	44,142
7	43,260
Average	55,760

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	72,000
2	66,200
3	63,512
4	62,900
5	61,008
6	58,128
7	57,240
8	56,500
9	53,735
10	52,140
11	52,000
12	51,556
13	51,180
14	50,028
15	49,296
16	47,266
17	46,376
18	44,350
19	43,690
20	42,312
21	42,250
22	36,290
23	35,006
Average	51,955

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

Rank	Salary
1	76,500
2	72,775
3	70,850
4	63,835
5	60,000
6	59,728
7	59,272
8	58,839
9	56,000
10	54,253
11	53,000
12	51,740
13	50,750
14	48,500
15	47,880
16	45,708
17	45,064
18	44,627
19	41,050
20	38,490
21	37,107
22	36,500
23	35,517
24	32,700
Average	51,695

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

Rank	Salary
1	87,800
2	79,828
3	70,000
4	66,456

(Continued)

TABLE II (Continued)
ATLANTA REGION

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER (Continued)

Rank	Salary
5	65,629
6	62,717
7	62,200
8	61,500
9	58,906
10	57,698
11	57,475
12	54,709
13	54,090
14	53,505
15	50,200
16	48,947
17	44,000
18	42,972
19	42,000
20	40,536
Average	58,058

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

Rank	Salary
1	56,184
2	54,908
3	53,500
4	(52,976)
5	52,400
6	51,550
7	51,367
8	47,500
9	44,840
10	43,965
11	43,763
12	40,198
13	39,837
14	39,200
15	37,400
16	35,367
17	31,690
18	31,500
19	28,994
Average	44,060

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	90,000
2	88,500
3	86,000
4	83,379
5	75,878
6	73,706
7	73,700
8	70,700
9	65,000
10	64,400
11	63,856
12	59,655
13	58,730
14	58,236
15	57,100
16	55,250
17	54,325
18	53,900
19	(52,976)
20	51,096
21	41,964
Average	65,636

TABLE II (Continued)
ATLANTA REGION

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	103,300
2	98,922
3	98,895
4	98,785
5	94,500
6	93,350
7	93,300
8	92,250
9	90,000
10	89,000
11	88,300
12	(87,200)
13	81,703
14	81,408
15	78,798
16	77,000
17	75,000
18	74,943
19	71,846
20	71,464
21	70,571
22	61,200
Average	85,079

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

Rank	Salary
1	86,000
2	79,904
3	72,000
4	63,000
5	60,000
6	59,000
7	57,480
8	53,305
9	52,069
10	51,244
11	48,981
12	40,181
Average	60,264

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	92,215
2	79,356
3	73,764
4	53,644
5	50,600
6	47,548
7	47,089
8	45,500
9	41,300
10	40,021
11	40,000
12	36,731
13	33,600
14	30,900
Average	50,876

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

Rank	Salary
1	79,500
2	78,066
3	70,000

(Continued)

TABLE II (Continued)
ATLANTA REGION

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS (Continued)

Rank	Salary
4	(68,500)
5	65,071
6	63,900
7	56,980
8	56,100
9	55,000
10	54,860
11	53,079
12	50,600
13	50,524
14	50,500
15	45,000
16	44,491
17	42,435
18	40,686
19	40,500
20	37,571
21	35,535
22	27,084
23	26,060
Average	51,828

STUDENT AFFAIRS OFFICERS: REGISTRAR

Rank	Salary
1	81,439
2	74,799
3	72,000
4	(68,500)
5	66,500
6	65,089
7	63,873
8	58,050
9	57,800
10	57,500
11	55,700
12	55,000
13	54,700
14	50,911
15	50,159
16	50,039
17	48,960
18	48,660
19	47,231
20	44,260
21	43,785
22	40,950
23	39,496
24	38,784
25	35,415
Average	54,784

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

Rank	Salary
1	65,000
2	64,530
3	60,900
4	60,000
5	58,500
6	55,409
7	52,421
8	51,800
9	51,132
10	51,000
11	50,925
12	48,537
13	46,896
14	46,357
15	46,000

(Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID
(Continued)

Rank	Salary
16	45,615
17	45,429
18	43,340
19	42,240
20	42,000
21	40,208
22	40,030
23	40,000
24	39,083
25	38,175
Average	49,021

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	68,000
2	65,600
3	64,575
4	62,000
5	57,500
6	54,064
7	53,419
8	52,100
9	49,999
10	46,887
11	46,020
12	45,400
13	43,769
14	42,816
15	42,287
16	40,121
17	40,016
18	38,000
19	36,234
20	35,169
21	34,730
22	33,100
Average	47,809

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	135,000
2	102,756
3	102,702
4	101,293
5	100,488
6	95,172
7	93,000
8	91,488
9	84,956
10	81,000
11	80,003
12	74,500
13	73,825
14	70,838
15	65,004
16	52,222
17	50,700
18	47,380
19	44,865
20	39,576
21	31,955
22	31,795
Average	75,024

TABLE II (Continued)
ATLANTA REGION

STUDENT AFFAIRS OFFICERS: DIRECTOR OF CAREER PLANNING & PLACEMENT

Rank	Salary
1	62,765
2	62,000
3	55,296
4	55,024
5	53,500
6	53,197
7	53,057
8	52,485
9	49,712
10	45,880
11	44,851
12	42,100
13	40,000
14	39,286
15	38,892
16	38,207
17	37,800
18	37,262
19	35,756
20	35,666
21	34,152
22	31,955
23	30,900
24	27,585
Average	44,055

OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	110,000
2	94,500
3	93,001
4	77,600
Average	93,775

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	97,096
2	72,775
3	69,800
4	67,400
5	67,100
6	66,000
7	65,595
8	64,900
9	62,377
10	62,064
11	60,900
12	60,740
13	60,000
14	55,717
15	54,203
16	43,452
17	42,813
18	41,235
19	38,784
Average	60,682

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	81,030
2	80,000
3	75,700
4	74,600
5	73,400

(Continued)

TABLE II (Continued)
ATLANTA REGION

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT (Continued)

Rank	Salary
6	72,846
7	70,025
8	70,000
9	66,198
10	65,050
11	64,954
12	64,656
13	63,050
14	60,148
15	58,541
16	58,500
17	57,430
18	56,972
19	56,448
20	55,950
21	55,018
22	52,500
23	45,800
24	45,700
Average	63,488

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	79,543
2	66,000
3	64,400
4	63,866
5	63,000
6	61,280
7	61,000
8	59,500
9	55,550
10	55,499
11	50,800
12	47,486
13	47,442
14	47,200
15	42,031
16	40,000
17	39,552
18	39,356
19	39,203
20	34,390
21	33,925
22	32,884
23	32,783
Average	50,291

PUBLIC RELATIONS OFFICERS: VICE PRES FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	123,600
2	105,930
3	101,000
4	96,000
5	(91,880)
6	90,125
7	84,161
8	80,000
9	79,475
10	67,400
11	(60,600)
Average	89,106

TABLE II (Continued)
ATLANTA REGION

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	(114,000)
2	99,000
3	98,100
4	90,000
5	80,000
6	77,050
7	(60,600)
Average	88,393

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	(92,037)
2	89,500
3	74,688
4	74,494
5	74,400
6	74,250
7	70,000
8	64,003
9	60,934
10	56,850
11	56,825
12	55,000
13	54,590
14	54,343
15	52,469
16	49,167
17	48,838
18	47,088
19	44,940
20	39,692
21	37,628
Average	60,559

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	(92,037)
2	80,000
3	77,000
4	74,081
5	71,000
6	65,000
7	61,742
8	46,738
9	42,831
Average	67,825

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	120,000
2	116,000
3	(114,000)
4	109,500
5	(91,880)
6	90,551
7	86,900
8	74,000
9	73,850
Average	97,409

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	107,841
2	86,500
3	(86,000)
4	85,000
5	76,732
6	75,878
7	64,923
8	62,830
9	62,708
10	62,100
11	59,400
12	53,560
13	47,157
14	45,000
15	(45,000)
16	43,990
Average	66,539

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	107,100
2	(86,000)
3	83,000
4	79,500
5	65,000
6	62,812
7	60,950
8	60,757
9	59,740
10	59,717
11	58,000
12	54,000
13	48,878
14	46,872
15	46,704
16	(45,000)
17	44,662
18	42,457
19	41,981
20	37,886
21	36,998
22	30,690
Average	57,214

PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	121,270
2	120,000
3	102,800
4	100,000
5	98,304
6	94,300
7	76,000
8	37,869
Average	93,818

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	127,500
2	111,900
3	109,300
4	108,303

(Continued)

TABLE II (Continued)
ATLANTA REGION

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(Continued)

Rank	Salary
5	106,000
6	105,000
7	102,270
8	99,841
9	97,800
10	94,200
11	90,000
12	86,700
13	84,900
14	78,976
15	75,374
Average	98,538

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

Rank	Salary
1	114,480
2	97,300
3	86,500
4	83,800
Average	95,520

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	88,169
2	81,600

Rank	Salary
3	75,377
4	73,500
5	70,008
6	68,000
7	67,500
8	67,496
9	65,595
10	61,000
11	60,000
12	59,592
13	58,270
14	57,168
15	56,806
16	51,700
17	47,348
18	40,550
Average	63,871

DEANS:
AGRICULTURE

Rank	Salary
1	125,387
2	112,000
3	112,000
4	108,650
5	97,800
6	90,525
7	84,700
8	75,374
9	(68,056)
Average	97,166

TABLE II (Continued)
ATLANTA REGION

DEANS:
ARCHITECTURE

Rank	Salary
1	115,000
2	98,500
3	92,477
4	82,300
5	82,000
6	80,900
7	77,037
8	64,413
Average	86,578

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	152,000
2	140,000
3	112,500
4	110,000
5	105,800
6	105,500
7	101,500
8	100,000
9	99,000
10	84,243
11	84,069
12	77,138
13	72,460
14	70,076
Average	101,020

DEANS:
BUSINESS MANAGEMENT

Rank	Salary
1	161,000
2	140,000
3	130,000
4	126,500
5	125,000
6	123,600
7	121,800
8	117,645
9	114,525
10	114,330
11	110,000
12	107,634
13	105,000
14	102,500
15	101,174
16	96,361
17	92,700
18	86,124
19	82,935
20	81,000
21	80,508
22	79,100
23	74,769
Average	107,574

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	93,631
2	90,000
3	89,318
4	80,000
5	79,000

(Continued)

TABLE II (Continued)
ATLANTA REGION

DEANS:
CONTINUING EDUCATION
(Continued)

Rank	Salary
6	75,500
7	75,415
8	74,263
9	70,581
10	68,318
11	67,831
12	62,776
13	58,959
14	47,756
Average	73,811

DEANS:
EDUCATION

Rank	Salary
1	112,305
2	106,000
3	102,856
4	100,700
5	100,000
6	99,465
7	97,148
8	96,700
9	95,000
10	93,200
11	88,800
12	88,461
13	88,000
14	83,076
15	82,400
16	82,000
17	81,458
18	80,300
19	75,929
20	73,184
21	72,532
22	69,010
23	65,817
24	65,660
Average	87,500

DEANS:
ENGINEERING

Rank	Salary
1	175,500
2	140,000
3	121,954
4	120,000
5	117,300
6	115,000
7	113,300
8	113,000
9	109,920
10	105,199
11	104,000
12	102,384
13	98,325
14	94,200
15	90,999
16	89,568
17	88,000
18	80,322
19	70,040
Average	107,843

TABLE II (Continued)
ATLANTA REGION

DEANS:
FINE ARTS

Rank	Salary
1	110,000
2	89,433
3	82,068
4	72,113
Average	88,404

DEANS:
FORESTRY

Rank	Salary
1	112,000
2	105,600
3	89,411
4	88,950
5	82,700
6	76,405
Average	92,511

DEANS:
GRADUATE

Rank	Salary
1	105,969
2	104,700
3	102,964
4	102,500
5	95,500
6	94,176
7	91,700
8	90,837
9	80,000
10	80,000
11	78,550
12	74,870
13	74,450
14	73,465
15	73,392
16	72,000
17	71,252
18	62,200
Average	84,918

DEANS:
HOME ECONOMICS

Rank	Salary
1	103,000
2	92,684
3	83,076
4	82,500
5	80,966
6	78,500
7	76,450
8	(68,056)
Average	83,154

DEANS:
HUMANITIES

Rank	Salary
1	102,798
2	101,700
3	90,904
4	88,550
Average	95,988

TABLE II (Continued)
ATLANTA REGION

DEANS:
JOURNALISM/ COMMUNICATION

Rank	Salary
1	114,000
2	100,300
3	95,000
4	94,000
5	91,120
6	89,500
7	84,811
8	80,000
9	64,500
Average	90,359

DEANS:
LAW

Rank	Salary
1	146,000
2	145,000
3	126,499
4	123,082
5	119,682
6	115,800
7	111,300
8	110,000
9	104,636
10	102,960
11	102,300
12	90,247
Average	116,459

DEANS:
LIBERAL ARTS

Rank	Salary
1	96,696
2	89,618
3	82,200
4	78,319
5	74,675
6	71,724
Average	82,205

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	95,096
2	85,000
3	81,196
4	73,000
5	72,553
Average	81,369

DEANS:
SCIENCE

Rank	Salary
1	111,032
2	110,800
3	103,505

(Continued)

TABLE II (Continued)
ATLANTA REGION

DEANS:
SCIENCE
(Continued)

Rank	Salary
4	98,956
5	96,000
6	86,124
7	64,280
Average	95,814

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

Rank	Salary
1	108,288
2	99,442
3	85,000
Average	97,577

DEANS:
SOCIAL WORK

Rank	Salary
1	121,800
2	93,600
3	89,701
4	(89,407)
5	88,937
6	85,815
7	84,250
8	76,000
Average	91,189

DEANS:
UNDERGRADUATE STUDIES

Rank	Salary
1	92,304
2	90,000
3	84,075
4	82,500
5	78,100
6	76,000
Average	83,830

MEDICAL DEANS:
DENTISTRY

Rank	Salary
1	141,000
2	140,100
3	131,840
4	120,000
5	102,375
Average	127,063

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

Rank	Salary
1	118,000
2	111,240
3	97,147
4	96,800
5	92,224

(Continued)

TABLE II (Continued)
ATLANTA REGION

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH
(Continued)

Rank	Salary
6	(90,956)
7	75,283
8	67,500
Average	93,644

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	231,750
2	(198,612)
3	195,821
4	185,000
5	181,750
6	169,000
7	140,553
8	126,080
Average	178,571

MEDICAL DEANS:
NURSING

Rank	Salary
1	126,500
2	108,150
3	102,121
4	88,000
5	87,888
6	86,082
7	85,668
8	85,424
9	82,000
10	80,900
11	78,250
12	73,000
13	67,600
14	63,036
15	62,518
Average	85,142

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	128,912
2	117,420
3	115,900
4	108,000
5	97,600
6	87,480
7	81,028
Average	105,191

MEDICAL DEANS:
PUBLIC HEALTH

Rank	Salary
1	138,000
2	125,000
3	(90,956)
Average	117,985

TABLE II (Continued)
ATLANTA REGION

MEDICAL DEANS:
VETERINARY
MEDICINE

Rank	Salary
1	142,140
2	114,500
3	104,900
4	92,200
5	82,615
Average	107,271

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMOUNG ONE HUNDRED THIRTY-NINE STATE-SUPPORTED UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-six participating universities from this region are as follows:

BALL STATE UNIVERSITY
*BOWLING GREEN STATE UNIVERSITY
CLEVELAND STATE UNIVERSITY
INDIANA STATE UNIVERSITY
INDIANA UNIVERSITY-PURDUE UNIVERSITY AT INDIANAPOLIS
*INDIANA UNIVESITY-BLOOMINGTON
ILLINOIS STATE UNIVERSITY
*KENT STATE UNIVESITY
*MICHIGAN STATE UNIVERSITY
MICHIGAN TECHNOLOGICAL UNIVERSITY
NORTHERN ILLINOIS UNIVERSITY
OAKLAND UNIVERSITY
*OHIO STATE UNIVESITY
*OHIO UNIVERSITY
*SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE
SOUTHERN ILLINOIS UNIVERSITY AT EDWARDSVILLE
THE UNIVERSITY OF AKRON
*UNIVERSITY OF CINCINNATI
*UNIVERSITY OF ILLINOIS AT CHICAGO
*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
*UNIVERSITY OF MICHIGAN
*UNIVERSITY OF MINNESOTA
*UNIVERSITY OF WISCONSIN-MILWAUKEE
*UNIVESITY OF TOLEDO
*WAYNE STATE UNIVERSITY
WRIGHT STATE UNIVERSITY

TABLE IIB (Continued)
CHICAGO REGION

ADMINISTRATIVE OFFICERS: PRES OF A SYSTEM OF MULTI-CAMPUSES

Rank	Salary
1	190,000
2	169,000
3	160,476
4	152,300
5	149,800
6	141,325
7	129,000
8	125,040
Average	152,118

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	180,385
2	150,000
3	150,000
4	149,000
5	145,000
6	142,000
7	138,629
8	135,727
9	133,600
10	133,600
11	133,521
12	132,000
13	130,000
14	116,904
15	112,212
16	110,500
17	108,324
18	108,324
19	108,000
Average	132,512

ADMINISTRATIVE OFFICERS: VICE PRES FOR INSTITUTIONAL PLANNING

Rank	Salary
1	96,334
2	93,600
3	83,100
4	80,100
5	70,700
Average	84,767

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	124,200
2	94,500
3	92,400
Average	103,700

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	97,404
2	90,100
3	90,000
4	80,700
5	80,000
6	79,100
7	77,735
8	77,110
9	77,076

(Continued)

TABLE IIB (Continued)
CHICAGO REGION

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT (Continued)

Rank	Salary
10	73,896
11	64,150
12	62,407
13	61,056
14	54,400
15	54,000
16	42,446
Average	72,599

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR INFORMATION MANAGEMENT

Rank	Salary
1	107,000
2	82,992
3	63,348
Average	84,447

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	126,607
2	98,450
3	94,400
4	88,408
5	86,900
6	86,551
7	84,708
8	83,587
9	83,160
10	81,125
11	80,535
12	78,000
13	76,590
14	76,500
15	75,300
16	73,984
17	73,542
18	68,900
19	67,728
20	66,000
21	64,850
22	62,200
23	56,592
Average	79,766

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	87,768
2	84,675
3	73,400
4	72,607
5	70,941
6	70,500
7	66,000
8	65,000
9	62,407
10	62,160
11	60,000
12	59,944
13	58,700
14	57,600
15	57,328
16	56,763
17	55,800

(Continued)

TABLE IIB (Continued)
CHICAGO REGION

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION (Continued)

Rank	Salary
18	55,000
19	54,060
20	51,804
21	49,613
22	45,800
23	45,500
24	44,200
Average	61,149

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	(89,460)
2	80,100
3	76,000
4	67,500
5	64,219
6	63,240
7	61,743
8	59,952
9	59,250
10	59,000
11	55,210
12	52,868
13	50,124
14	46,800
15	46,550
16	45,666
17	45,485
18	35,348
Average	58,806

ADMINISTRATIVE OFFICERS: LEGAL COUNSEL

Rank	Salary
1	112,590
2	104,075
3	102,000
4	100,000
5	98,280
6	90,900
7	82,872
8	78,576
9	75,609
10	74,200
11	73,950
12	69,300
13	69,000
14	62,634
15	58,082
16	55,900
17	50,000
Average	79,880

ACADEMIC OFFICERS: VICE PRESIDENT FOR ACADEMIC AFFAIRS

Rank	Salary
1	176,185
2	151,248
3	130,000
4	120,900
5	119,900
6	119,400
7	117,644
8	115,000
9	109,950
10	108,400
11	103,000
12	(101,520)

(Continued)

TABLE IIB (Continued)
CHICAGO REGION

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS
(Continued)

Rank	Salary
13	98,940
14	96,255
15	92,148
16	86,000
17	85,433
18	84,085
Average	112,000

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	134,970
2	133,500
3	125,500
4	125,460
5	119,400
6	110,000
7	103,400
8	(101,520)
9	100,900
Average	117,183

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

Rank	Salary
1	127,500
2	111,300
3	105,828
4	104,777
5	104,200
6	101,400
7	101,315
8	99,500
9	93,472
10	91,300
11	90,000
12	86,440
13	83,828
14	83,400
15	81,000
16	79,350
17	76,728
18	76,500
19	75,509
20	75,000
21	74,952
22	72,000
23	61,888
Average	89,443

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

Rank	Salary
1	166,121
2	125,000
3	124,200
4	118,100
5	114,800
6	106,380
7	98,748
8	97,880
9	97,300
10	95,407
11	95,000
12	92,300
13	90,500

(Continued)

TABLE IIB (Continued)
CHICAGO REGION

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (Continued)

Rank	Salary
14	89,544
15	86,700
16	86,000
17	84,044
18	81,180
19	80,923
20	79,718
21	74,000
22	66,564
Average	97,746

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	124,000
2	102,877
3	90,500
4	89,900
5	88,300
6	83,868
7	77,460
8	(73,455)
9	72,000
10	69,999
11	68,900
12	64,800
13	63,552
14	63,210
15	61,920
16	60,399
17	59,550
18	57,084
19	56,700
20	56,060
Average	74,227

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

Rank	Salary
1	88,500
2	86,000
3	62,748
4	59,500
5	58,890
6	58,525
7	57,816
8	54,980
9	53,500
10	50,400
11	50,024
12	45,152
13	41,472
14	41,230
15	41,200
Average	56,662

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	81,352
2	(73,455)
3	61,944
4	38,743
5	30,421
Average	57,183

TABLE IIB (Continued)
CHICAGO REGION

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	79,660
2	76,300
3	72,400
4	65,150
5	64,387
6	62,900
7	58,000
8	57,735
9	55,512
10	52,944
11	52,500
12	52,300
13	52,284
14	51,024
15	48,948
16	48,246
17	48,000
18	47,045
19	43,532
20	42,250
21	41,985
22	40,147
23	25,680
Average	53,866

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	78,500
2	78,150
3	72,188
4	65,800
5	65,652
6	59,400
7	59,106
8	55,608
9	54,288
10	53,300
11	52,812
12	51,730
13	51,138
14	46,304
15	44,500
16	42,015
17	41,600
18	41,348
19	41,200
Average	55,507

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	111,000
2	92,300
3	(89,460)
4	86,250
5	86,000
6	72,612
7	71,500
8	67,400
9	66,800
10	64,072
11	63,129
12	61,788
13	58,876
14	58,596
15	53,600
16	45,075
17	42,000
Average	70,027

TABLE IIB (Continued)
CHICAGO REGION

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	70,980
2	55,906
3	54,048
4	50,568
5	50,378
6	50,376
7	47,663
8	46,400
9	44,304
10	43,600
11	43,275
12	41,780
13	41,620
14	39,900
15	37,500
16	36,200
17	33,948
18	32,375
19	32,117
20	31,896
Average	44,242

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	104,500
2	96,000
3	86,842
4	78,248
5	75,936
6	75,480
7	74,991
8	73,455
9	72,365
10	72,000
11	68,400
12	65,892
13	62,259
14	59,820
15	59,304
16	58,989
17	58,944
18	56,500
19	56,000
20	46,000
Average	70,096

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	116,854
2	110,000
3	109,572
4	102,192
5	101,442
6	100,000
7	99,800
8	97,300
9	(95,004)
10	95,000
11	94,000
12	89,750
13	88,817
14	87,800
15	85,944
16	84,100
17	81,600
18	80,300
19	75,926
20	74,000
21	70,110
22	66,000
Average	91,160

TABLE IIB (Continued)
CHICAGO REGION

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

Rank	Salary
1	85,120
2	81,450
3	76,630
4	75,290
5	70,300
6	70,200
7	70,000
8	67,452
9	65,800
10	62,300
11	59,500
12	58,650
13	56,957
14	48,655
Average	67,736

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	93,375
2	65,659
3	59,000
4	54,276
5	53,664
6	52,608
7	52,461
8	51,835
9	43,730
10	40,487
11	37,805
Average	54,991

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

Rank	Salary
1	92,538
2	85,800
3	83,400
4	77,909
5	70,086
6	69,300
7	68,152
8	67,128
9	66,402
10	65,690
11	65,544
12	65,000
13	64,500
14	63,750
15	62,604
16	61,455
17	60,400
18	57,800
19	56,223
20	55,500
21	55,432
Average	67,363

STUDENT AFFAIRS OFFICERS: REGISTRAR

Rank	Salary
1	85,800
2	85,400
3	79,893
4	76,600
5	70,100
6	63,960
7	63,000
8	62,964

(Continued)

TABLE IIB (Continued)
CHICAGO REGION

STUDENT AFFAIRS OFFICERS: REGISTRAR (Continued)

Rank	Salary
9	62,300
10	61,634
11	61,296
12	60,324
13	60,000
14	59,412
15	55,680
16	55,500
17	55,284
18	54,584
19	53,412
20	51,685
21	47,800
22	46,296
Average	62,406

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

Rank	Salary
1	81,500
2	69,360
3	68,700
4	67,000
5	65,890
6	65,238
7	64,210
8	62,000
9	60,333
10	59,124
11	58,000
12	57,544
13	57,399
14	56,292
15	55,704
16	55,500
17	55,377
18	54,659
19	52,128
20	52,023
21	52,000
22	49,688
23	42,150
24	41,038
Average	58,452

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

Rank	Salary
1	103,464
2	98,800
3	86,328
4	72,100
5	70,550
6	68,910
7	66,012
8	64,272
9	60,062
10	60,000
11	56,000
12	55,618
13	51,974
14	51,243
15	50,031
16	47,700
17	46,900
18	46,387
19	46,000
20	44,780
21	40,314
Average	61,307

TABLE IIB (Continued)
CHICAGO REGION

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	130,476
2	116,618
3	100,026
4	99,312
5	86,156
6	81,549
7	79,044
8	76,612
9	76,066
10	71,903
11	71,685
12	68,030
13	65,720
14	63,888
15	62,976
16	53,100
17	40,112
Average	79,016

STUDENT AFFAIRS OFFICERS: DIRECTOR OF CAREER PLANNING & PLACEMENT

Rank	Salary
1	70,452
2	66,936
3	64,910
4	62,844
5	62,747
6	58,788
7	56,410
8	55,364
9	53,200
10	52,930
11	52,177
12	51,400
13	50,938
14	50,151
15	49,290
16	47,448
17	47,025
18	46,125
19	44,440
20	43,656
21	41,472
22	33,500
Average	52,827

OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	96,765
2	90,000
3	82,140
4	80,325
5	80,000
6	80,000
7	78,619
Average	83,978

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	103,800
2	91,000
3	88,107
4	84,270
5	76,212

(Continued)

TABLE IIB (Continued)
CHICAGO REGION

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING
(Continued)

Rank	Salary
6	72,365
7	68,545
8	(64,000)
9	61,200
10	59,450
11	54,735
12	48,774
13	36,240
Average	69,900

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

Rank	Salary
1	97,100
2	95,000
3	87,641
4	87,600
5	82,737
6	82,140
7	82,000
8	75,929
9	72,683
10	71,500
11	70,820
12	68,000
13	67,726
14	66,906
15	66,576
16	65,000
17	65,000
18	(64,000)
19	63,330
20	61,380
21	61,176
22	59,036
23	57,655
Average	72,649

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

Rank	Salary
1	87,600
2	77,880
3	75,400
4	72,188
5	69,189
6	67,457
7	66,336
8	64,888
9	64,450
10	57,876
11	57,366
12	57,000
13	56,751
14	55,176
15	54,742
16	54,649
17	54,240
18	54,162
19	53,745
20	49,688
21	46,404
22	39,400
Average	60,754

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	123,100
2	95,300
3	91,800
4	89,900
5	87,360
6	(87,192)
7	84,540

(Continued)

TABLE IIB (Continued)
CHICAGO REGION

PUBLIC RELATIONS OFFICERS: VICE PRES FOR INSTITUTIONAL ADVANCEMENT (Continued)

Rank	Salary
8	82,000
9	81,400
10	80,000
11	72,726
12	68,700
Average	87,002

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	105,400
2	102,197
3	92,500
4	(87,192)
5	76,500
6	73,000
7	72,400
Average	87,027

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	119,431
2	90,000
3	85,500
4	75,950
5	63,760
6	60,170
7	59,779
8	59,000
9	54,693
10	53,360
11	51,996
12	51,288
13	43,096
14	36,300
Average	64,595

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR LEGISLATIVE RELATIONS

Rank	Salary
1	123,354
2	111,300
3	83,325
Average	105,993

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	102,588
2	83,325
3	77,500
4	62,438
5	53,159
6	51,055
7	39,142
Average	67,030

TABLE IIB (Continued)
CHICAGO REGION

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	157,198
2	131,772
3	111,300
4	105,107
5	97,484
6	93,100
7	90,400
8	85,400
9	83,403
Average	106,129

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	125,000
2	91,680
3	83,403
4	80,000
5	63,652
6	51,000
7	48,858
8	44,256
9	35,706
10	32,464
Average	65,602

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	110,800
2	95,700
3	90,735
4	75,740
5	63,714
6	63,480
7	63,250
8	62,750
9	54,072
10	50,000
11	49,301
12	45,834
13	44,268
14	40,953
15	40,092
16	39,944
17	36,780
18	32,500
Average	58,884

PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	122,000
2	100,400
3	65,700
Average	96,033

TABLE IIB (Continued)
CHICAGO REGION

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	150,000
2	126,131
3	96,300
4	89,856
Average	115,572

RESEARCH OFFICERS: VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	115,000
2	114,170
3	109,605
4	(100,400)
5	97,889
6	97,000
7	76,200
8	75,000
Average	98,158

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	112,750
2	79,294
3	71,650
4	71,370
5	69,756
6	66,553
7	63,235
8	61,380
9	61,000
10	60,624
11	57,744
12	57,739
13	56,850
14	53,640
15	51,500
16	50,513
17	50,400
18	43,693
Average	63,316

DEANS: AGRICULTURE

Rank	Salary
1	134,680
2	128,560
3	115,500
4	115,000
5	83,774
Average	115,503

DEANS: ARCHITECTURE

Rank	Salary
1	110,176
2	109,800
3	106,000
4	93,300

(Continued)

TABLE IIB (Continued)
CHICAGO REGION

DEANS:
ARCHITECTURE
(Continued)

Rank	Salary
5	90,000
6	89,200
7	85,189
Average	97,666

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	145,000
2	143,000
3	120,000
4	113,960
5	102,024
6	100,453
7	96,334
8	95,532
9	95,287
10	94,450
11	93,228
12	84,168
13	83,000
14	80,000
15	78,303
Average	101,649

DEANS:
BUSINESS MANAGEMENT

Rank	Salary
1	160,000
2	152,000
3	150,000
4	129,255
5	122,586
6	118,350
7	115,870
8	114,161
9	112,104
10	110,733
11	107,865
12	106,759
13	106,400
14	106,080
15	102,444
16	102,375
17	100,000
18	98,490
19	93,700
20	92,040
21	88,044
22	83,280
23	81,000
24	73,000
Average	109,439

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	105,500
2	96,458
3	95,400
4	92,767
5	89,386
6	89,039
7	87,192
8	85,700
9	83,566
10	81,032
11	80,979

(Continued)

TABLE IIB (Continued)
CHICAGO REGION

DEANS:
CONTINUING EDUCATION (Continued)

Rank	Salary
12	75,612
13	73,500
14	70,479
15	67,264
16	67,000
17	66,675
Average	82,797

DEANS:
EDUCATION

Rank	Salary
1	128,815
2	115,000
3	106,440
4	105,000
5	103,200
6	100,800
7	100,000
8	96,850
9	94,605
10	93,600
11	91,690
12	89,535
13	89,440
14	89,376
15	87,294
16	85,165
17	84,636
18	82,000
19	79,194
20	79,000
21	77,544
22	75,801
23	73,020
Average	92,522

DEANS:
ENGINEERING

Rank	Salary
1	156,500
2	151,500
3	141,750
4	131,940
5	127,680
6	124,922
7	119,900
8	119,523
9	119,208
10	117,040
11	112,918
12	110,625
13	106,032
14	105,724
15	100,488
16	98,482
17	97,538
18	93,790
19	90,060
Average	117,138

DEANS:
FINE ARTS

Rank	Salary
1	110,052
2	105,400
3	93,550
4	88,900
5	87,309
6	86,052
7	86,000
8	77,436
9	76,135
10	75,255
11	65,000
Average	86,463

TABLE IIB (Continued)
CHICAGO REGION

DEANS:
FORESTRY

Rank	Salary
1	91,667
2	91,560
3	77,776
Average	87,001

DEANS:
HEALTH/PHYSICAL EDUC/RECREATION

Rank	Salary
1	103,100
2	89,040
3	68,200
4	62,582
Average	80,731

DEANS:
GRADUATE

Rank	Salary
1	136,200
2	114,024
3	106,000
4	106,000
5	105,250
6	(100,400)
7	99,235
8	91,464
9	88,608
10	84,050
11	82,620
12	81,960
13	79,800
14	78,688
15	75,000
16	68,208
Average	93,594

DEANS:
HOME ECONOMICS

Rank	Salary
1	105,264
2	103,596
3	101,065
Average	103,308

DEANS:
JOURNALISM/ COMMUNICATION

Rank	Salary
1	105,300
2	98,550
3	94,000
4	93,350
5	64,812
Average	91,202

TABLE IIB (Continued)
CHICAGO REGION

DEANS:
LAW

Rank	Salary
1	164,333
2	164,100
3	158,300
4	150,738
5	142,700
6	140,400
7	136,128
8	129,944
9	125,004
10	124,965
11	120,750
12	114,913
13	98,553
Average	136,218

DEANS:
LIBERAL ARTS

Rank	Salary
1	110,575
2	93,263
3	92,250
4	83,892
Average	94,995

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	106,200
2	104,777
3	96,000
4	86,000
5	83,202
6	77,351
7	71,585
Average	89,302

DEANS:
MUSIC

Rank	Salary
1	119,300
2	116,000
3	115,094
4	82,803
Average	108,299

DEANS:
SCIENCE

Rank	Salary
1	120,875
2	107,688
3	95,000
4	93,240
5	84,205
6	80,016
Average	96,837

TABLE IIB (Continued)
CHICAGO REGION

DEANS: SOCIAL AND BEHAVIORAL SCIENCES

Rank	Salary
1	121,170
2	114,768
3	72,996
Average	102,978

DEANS: SOCIAL WORK

Rank	Salary
1	143,500
2	105,000
3	103,793
4	100,368
5	94,896
6	85,000
7	78,162
8	70,209
Average	97,616

DEANS: UNIVERSITY COLLEGE/ GENERAL COLLEGE

Rank	Salary
1	94,100
2	81,430
3	69,299
4	65,812
5	64,956
6	50,986
Average	71,097

MEDICAL DEANS: DENTISTRY

Rank	Salary
1	144,500
2	127,466
3	120,000
4	114,000
5	113,381
6	94,440
Average	118,965

MEDICAL DEANS: HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

Rank	Salary
1	100,400
2	91,000
3	88,636
4	85,770
5	82,175
6	72,908
Average	86,815

MEDICAL DEANS: MEDICINE

Rank	Salary
1	261,604
2	247,824
3	242,000
4	173,287
5	170,252

(Continued)

TABLE IIB (Continued)
CHICAGO REGION

MEDICAL DEANS: MEDICINE

Rank	Salary
6	158,000
7	140,004
8	138,960
9	138,253
10	135,250
11	127,200
Average	175,694

MEDICAL DEANS: PHARMACY

Rank	Salary
1	144,700
2	121,224
3	113,400
4	112,005
5	111,233
6	105,532
7	84,892
Average	113,284

MEDICAL DEANS: NURSING

Rank	Salary
1	136,200
2	113,370
3	107,092
4	105,864
5	105,828
6	103,775
7	92,064
8	91,723
9	85,600
10	85,000
11	84,987
12	80,040
13	77,000
Average	97,580

MEDICAL DEANS: PUBLIC HEALTH

Rank	Salary
1	139,700
2	134,941
3	125,000
Average	133,214

MEDICAL DEANS: VETERINARY MEDICINE

Rank	Salary
1	131,225
2	115,000
3	110,250
4	109,308
Average	116,446

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-NINE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-four participating universities from this region are as follows:

EAST TEXAS STATE UNIVERSITY
LAMAR UNIVERSITY - BEAUMONT
LOUISIANA TECH UNIVERSITY
*LSU AND A & M COLLEGE
*NEW MEXICO STATE UNIVERSITY
NORTHEAST LOUISANA UNIVERSITY
NORTHWESTERN STATE UNIVERSITY
*OKLAHOMA STATE UNIVERSITY
SAM HOUSTON STATE UNIVERSITY
STEPHEN F. AUSTIN STATE UNIVERSITY
*TEXAS A & M UNIVERSITY
*TEXAS SOUTHERN UNIVERSITY
*TEXAS TECH
TEXAS WOMAN'S UNIVERSITY
THE UNIVERSITY OF TEXAS AT DALLAS
*UNIVERSITY OF ARKANSAS
*UNIVERSITY OF HOUSTON
*UNIVERSITY OF NEW MEXICO
UNIVERSITY OF NEW ORLEANS
*UNIVERSITY OF OKLAHOMA
UNIVERSITY OF SOUTHWESTERN LOUISIANA
*UNIVERSITY OF TEXAS AT AUSTIN
UNIVERSITY OF TEXAS AT EL PASO
UNIVESITY OF NORTH TEXAS

TABLE II (Continued)
DALLAS REGION

ADMINISTRATIVE OFFICERS: PRES OF A SYSTEM OF MULTI-CAMPUSES

Rank	Salary
1	163,200
2	152,880
3	141,500
Average	152,527

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	177,480
2	173,400
3	155,040
4	151,470
5	138,375
6	133,500
7	131,655
8	128,757
9	126,360
10	120,870
11	120,870
12	120,000
13	108,712
14	104,203
15	101,130
16	95,160
17	95,160
18	95,160
19	95,160
20	63,408
21	63,403
Average	119,013

ADMINISTRATIVE OFFICERS: EXECUTIVE VICE PRESIDENT

Rank	Salary
1	118,484
2	107,100
3	105,843
Average	110,476

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	98,430
2	94,760
3	91,800
4	74,423
Average	89,853

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	77,704
2	76,396
3	72,800
4	71,603
5	66,300
6	63,000
7	62,400
8	61,952
9	61,200
10	56,665

(Continued)

TABLE II (Continued)
DALLAS REGION

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT (Continued)

Rank	Salary
11	53,313
12	50,000
13	41,100
14	38,556
15	37,944
16	37,080
17	34,755
Average	56,633

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	104,592
2	86,016
3	84,460
4	84,065
5	80,247
6	76,500
7	74,750
8	72,800
9	70,813
10	68,172
11	66,979
12	66,780
13	57,200
14	57,165
15	55,923
16	54,603
17	54,512
18	54,080
19	53,171
20	51,408
21	43,075
Average	67,491

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	65,300
2	60,000
3	55,446
4	50,307
5	49,763
6	48,000
7	46,215
8	45,000
9	43,452
10	42,530
11	38,894
12	38,760
13	36,225
14	36,050
15	35,020
Average	46,064

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	79,223
2	76,122
3	66,819
4	61,247
5	57,913
6	57,324
7	56,584
8	55,000
9	52,938
10	51,086
11	50,892
12	50,619
13	50,000
14	48,960

(Continued)

TABLE II (Continued)
DALLAS REGION

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH
(Continued)

Rank	Salary
15	48,829
16	48,000
17	47,215
18	40,800
19	39,689
20	38,000
21	36,750
Average	53,048

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	93,840
2	92,000
3	89,000
4	74,707
5	(69,680)
6	66,950
7	66,625
8	66,300
9	62,400
10	52,920
Average	73,442

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

Rank	Salary
1	147,900
2	140,004
3	130,050
4	115,000
5	108,000
6	105,155
7	105,000
8	101,939
9	99,360
10	91,667
11	85,590
12	83,434
13	82,212
14	76,529
15	73,995
16	73,913
17	71,400
Average	99,479

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	150,960
2	117,300
3	115,260
4	115,000
5	98,696
6	58,712
Average	109,321

TABLE II (Continued)
DALLAS REGION

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

Rank	Salary
1	95,000
2	91,800
3	82,186
4	80,833
5	80,000
6	79,380
7	79,117
8	77,520
9	76,652
10	74,000
11	71,435
12	71,400
13	70,336
14	68,640
15	68,025
16	65,633
17	61,200
18	60,972
19	59,852
20	56,816
21	54,858
22	53,101
23	38,934
Average	70,334

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	125,000
2	122,400
3	113,730
4	103,768
5	102,900
6	99,960
7	98,000
8	98,000
9	97,920
10	97,888
11	93,600
12	93,004
13	92,700
14	86,700
15	85,275
16	83,884
17	83,620
18	82,212
19	79,560
20	76,529
21	75,874
22	68,073
23	67,320
24	57,292
Average	91,050

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	89,501
2	83,538
3	81,266
4	74,664
5	73,950
6	73,000
7	65,328
8	62,193
9	61,775
10	61,250
11	60,262
12	60,180
13	58,710
14	57,338
15	52,159
16	49,900

(Continued)

TABLE II (Continued)
DALLAS REGION

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
17	(49,567)
18	49,522
19	48,618
20	43,853
21	41,101
Average	61,794

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

Rank	Salary
1	56,040
2	54,124
3	49,337
4	48,600
5	47,426
6	41,808
7	39,078
8	37,643
9	37,440
10	35,700
11	34,193
12	31,944
13	28,284
14	27,336
15	26,994
Average	39,730

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	80,988
2	70,686
3	62,917
4	59,569
5	55,712
6	53,544
7	43,950
8	43,572
9	39,092
10	34,680
Average	54,471

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	68,340
2	66,801
3	66,453
4	57,120
5	55,414
6	48,901
7	48,518
8	47,846
9	47,520
10	47,435
11	46,935
12	46,800
13	46,058
14	44,880
15	42,540
16	41,980
17	41,278
18	39,633
19	37,230

(Continued)

TABLE II (Continued)
DALLAS REGION

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING (Continued)

Rank	Salary
20	35,000
21	31,620
Average	48,014

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

Rank	Salary
1	67,000
2	63,690
3	62,400
4	60,512
5	58,293
6	51,408
7	51,250
8	49,516
9	48,000
10	47,107
11	46,716
12	45,900
13	45,835
14	45,500
15	40,812
16	39,575
17	38,029
18	36,400
19	35,882
20	35,028
21	31,250
22	30,680
Average	46,854

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

Rank	Salary
1	82,000
2	68,560
3	66,231
4	66,150
5	65,690
6	64,260
7	58,450
8	57,200
9	57,000
10	52,015
11	(49,567)
12	43,958
13	39,461
14	38,866
15	34,152
Average	56,237

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

Rank	Salary
1	74,000
2	46,680
3	45,000
4	45,000
5	38,714
6	37,680
7	36,400
8	35,982
9	35,700
10	33,475
11	32,548
12	31,200
13	27,336
14	26,874
15	25,872
16	24,167
Average	37,289

TABLE II (Continued)
DALLAS REGION

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	74,000
2	73,500
3	67,980
4	63,240
5	57,725
6	57,452
7	56,443
8	55,620
9	55,105
10	55,000
11	55,000
12	52,900
13	52,357
14	51,548
15	49,920
16	47,100
17	46,980
18	46,937
19	46,320
20	35,700
Average	55,041

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	100,980
2	99,273
3	91,781
4	91,481
5	91,000
6	90,000
7	86,700
8	84,640
9	84,074
10	82,400
11	81,600
12	81,221
13	77,171
14	75,990
15	75,275
16	71,008
17	70,455
18	68,850
19	67,600
20	64,787
21	62,500
Average	80,895

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

Rank	Salary
1	65,791
2	61,944
3	61,880
4	61,438
5	60,211
6	60,153
7	57,899
8	57,590
9	54,407
10	54,080
11	51,809
12	50,900
13	50,213
14	48,918
15	46,226
16	37,712
Average	55,073

TABLE II (Continued)
DALLAS REGION

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	82,751
2	67,626
3	52,000
4	51,983
5	48,527
6	46,900
7	41,310
8	37,757
9	33,150
10	29,908
11	27,769
12	25,665
13	21,250
Average	43,584

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

Rank	Salary
1	73,466
2	(69,900)
3	68,855
4	67,410
5	57,493
6	56,110
7	55,692
8	55,000
9	53,172
10	52,302
11	51,504
12	48,450
13	47,479
14	46,920
15	46,117
16	44,916
17	42,465
18	42,303
19	41,071
20	38,522
21	35,417
22	33,549
23	30,000
Average	50,353

STUDENT AFFAIRS OFFICERS: REGISTRAR

Rank	Salary
1	(69,900)
2	69,026
3	67,239
4	65,119
5	63,098
6	59,930
7	56,887
8	56,110
9	55,692
10	49,583
11	48,915
12	48,360
13	48,207
14	47,892
15	46,487
16	46,350
17	44,942
18	40,850
19	40,800
20	40,000
21	39,636
Average	52,620

TABLE II (Continued)
DALLAS REGION

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

Rank	Salary
1	68,972
2	65,280
3	55,692
4	55,620
5	54,045
6	53,550
7	52,782
8	51,200
9	50,234
10	50,213
11	49,151
12	48,211
13	48,000
14	46,226
15	46,059
16	42,640
17	41,450
18	39,060
19	38,862
20	37,990
21	35,510
22	34,287
23	33,220
24	32,610
Average	47,119

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

Rank	Salary
1	73,466
2	68,103
3	62,408
4	59,640
5	55,719
6	55,519
7	54,829
8	50,590
9	49,090
10	46,152
11	41,327
12	40,450
13	39,933
14	37,931
15	37,485
16	36,720
17	35,251
18	34,704
19	34,178
20	32,292
21	29,800
22	27,007
Average	45,572

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	105,060
2	86,700
3	79,600
4	79,500
5	75,801
6	75,595
7	75,488
8	71,570
9	71,563
10	71,400
11	70,233
12	63,440
13	61,290
14	57,750
15	56,989
16	50,482
17	42,840

(Continued)

TABLE II (Continued)
DALLAS REGION

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER (Continued)

Rank	Salary
18	40,740
19	35,693
20	33,660
21	27,072
22	26,000
Average	61,748

STUDENT AFFAIRS OFFICERS: DIRECTOR OF CAREER PLANNING & PLACEMENT

Rank	Salary
1	64,260
2	59,673
3	58,981
4	56,780
5	55,294
6	48,348
7	47,000
8	45,900
9	44,331
10	43,861
11	41,729
12	41,000
13	40,620
14	36,680
15	36,432
16	36,387
17	36,050
18	35,616
19	35,178
20	34,700
21	32,340
22	30,450
23	29,000
Average	43,070

OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	98,940
2	91,312
3	86,699
4	78,000
5	70,741
Average	85,138

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	(69,059)
2	68,550
3	57,249
4	54,000
5	51,000
6	45,900
7	44,900
8	39,782
Average	53,805

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	76,500
2	76,500
3	76,335
4	73,950

(Continued)

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT
(Continued)

Rank	Salary
5	71,300
6	70,778
7	(69,059)
8	68,340
9	66,912
10	64,250
11	62,400
12	62,301
13	61,136
14	58,188
15	58,140
16	56,959
17	56,650
18	49,980
19	49,897
20	49,420
21	41,483
22	41,366
23	39,616
Average	60,933

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	76,355
2	68,850
3	68,163
4	67,078
5	59,069
6	57,732
7	56,100
8	55,122
9	55,000
10	50,927
11	47,895
12	46,676
13	44,553
14	43,100
15	42,337
16	41,700
17	41,472
18	41,004
19	38,588
20	38,542
21	38,351
22	35,360
23	31,116
Average	49,787

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	104,856
2	100,835
3	91,800
4	79,590
5	78,913
6	73,890
7	73,440
8	69,680
9	66,893
10	66,000
11	62,639
12	35,417
Average	75,329

TABLE II (Continued)
DALLAS REGION

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	109,000
2	104,500
3	91,800
4	56,100
Average	90,350

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR LEGISLATIVE RELATIONS

Rank	Salary
1	91,800
2	87,424
3	63,240
Average	80,821

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	71,400
2	66,188
3	59,704
4	57,833
5	57,472
6	52,674
7	52,668
8	51,846
9	51,408
10	46,968
11	43,437
12	40,850
13	40,279
14	39,423
15	39,095
16	38,658
17	30,000
Average	49,406

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	84,000
2	78,293
3	(69,680)
Average	77,324

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	99,503
2	93,840
3	81,600
4	59,364
Average	83,577

TABLE II (Continued)
DALLAS REGION

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	80,148
2	71,400
3	70,380
4	70,000
5	70,000
6	66,183
7	62,220
8	61,800
9	56,444
10	50,000
11	38,588
12	38,056
13	35,328
14	29,580
Average	57,152

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	71,110
2	70,850
3	70,000
4	66,934
5	59,892
6	52,792
7	52,232
8	49,000
9	48,960
10	48,317
11	42,640
12	40,750
13	39,929
14	34,522
15	31,887
Average	51,988

PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	101,605
2	77,507
3	54,621
4	37,740
5	30,804
Average	60,455

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	115,000
2	109,200
3	95,393
4	91,658
5	88,302
6	76,750
7	(67,320)
8	52,660
Average	87,035

RESEARCH OFFICERS: VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	110,112
2	110,004
3	108,000
4	98,592
5	92,767
6	73,862
Average	98,890

TABLE II (Continued)
DALLAS REGION

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

Rank	Salary
1	102,290
2	90,480
3	75,401
4	72,500
5	68,554
6	(67,320)
7	65,288
8	61,000
9	52,240
10	52,200
11	50,232
12	47,546
13	44,995
14	44,973
15	41,847
16	41,080
17	30,600
Average	59,326

DEANS:
AGRICULTURE

Rank	Salary
1	167,045
2	104,220
3	102,251
4	98,424
5	90,168
6	86,500
7	65,354
8	63,554
9	56,784
Average	92,700

DEANS:
ARCHITECTURE

Rank	Salary
1	115,620
2	104,249
3	87,500
4	84,000
5	83,487
6	81,054
7	73,016
Average	89,847

DEANS:
ARTS AND LETTERS

Rank	Salary
1	100,879
2	91,970
3	65,104
Average	85,984

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	115,500
2	106,603
3	101,143
4	99,364
5	96,900
6	95,000
7	87,388

(Continued)

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

TABLE II (Continued)
DALLAS REGION

DEANS:
ARTS AND SCIENCES
(Continued)

Rank	Salary
8	85,567
9	79,560
10	74,076
11	73,129
12	71,500
13	69,573
14	68,115
Average	87,387

DEANS:
BUSINESS MANAGEMENT

Rank	Salary
1	157,423
2	148,560
3	144,359
4	140,460
5	117,300
6	111,644
7	111,500
8	110,000
9	106,603
10	106,400
11	106,080
12	105,678
13	94,759
14	92,975
15	89,107
16	83,275
17	77,200
18	74,076
19	73,332
20	70,223
21	70,000
22	68,574
23	62,240
Average	100,946

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	88,236
2	80,255
3	79,145
4	70,116
5	68,272
6	66,189
7	63,011
8	56,100
9	49,711
10	38,385
Average	65,942

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

Rank	Salary
1	89,244
2	76,125
3	51,422
Average	72,264

DEANS:
EDUCATION

Rank	Salary
1	136,380
2	117,301
3	102,000
4	98,800

(Continued)

TABLE II (Continued)
DALLAS REGION

DEANS:
EDUCATION
(Continued)

Rank	Salary
5	94,860
6	92,767
7	90,000
8	89,777
9	88,197
10	85,930
11	85,000
12	75,400
13	74,613
14	74,076
15	73,236
16	70,051
17	69,010
18	68,574
19	68,444
20	67,500
21	66,334
22	56,243
Average	83,841

DEANS:
ENGINEERING

Rank	Salary
1	159,120
2	142,800
3	125,364
4	115,830
5	112,240
6	111,500
7	110,434
8	103,000
9	102,600
10	101,754
11	99,958
12	94,319
13	93,841
14	93,000
15	84,943
16	78,957
17	73,840
Average	106,088

DEANS:
FINE ARTS

Rank	Salary
1	123,240
2	95,000
3	77,779
4	70,000
5	68,753
6	57,114
7	53,689
Average	77,939

DEANS:
GRADUATE

Rank	Salary
1	111,040
2	108,000
3	101,695
4	98,800
5	90,270
6	87,508
7	85,181
8	77,220
9	74,781

(Continued)

TABLE II (Continued)
DALLAS REGION

DEANS: GRADUATE (Continued)

Rank	Salary
10	70,223
11	69,308
12	68,358
13	60,757
14	60,423
15	59,254
16	49,000
Average	79,489

DEANS: HEALTH/PHYSICAL EDUC/RECREATION

Rank	Salary
1	74,373
2	70,040
3	46,120
Average	63,511

DEANS: HOME ECONOMICS

Rank	Salary
1	99,500
2	95,472
3	82,161
4	79,371
5	76,492
6	63,004
Average	82,667

DEANS: JOURNALISM/ COMMUNICATION

Rank	Salary
1	102,840
2	65,000
3	51,022
Average	72,954

DEANS: LAW

Rank	Salary
1	170,960
2	145,834
3	124,440
4	110,000
5	106,593
6	106,000
7	104,000
Average	123,975

DEANS: LIBERAL ARTS

Rank	Salary
1	143,980
2	113,832
3	88,400
4	76,369
5	73,200
6	68,403
7	47,500
Average	87,383

TABLE II (Continued)
DALLAS REGION

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	96,900
2	91,000
3	82,161
4	64,000
Average	83,515

DEANS:
MUSIC

Rank	Salary
1	90,457
2	82,464
3	66,730
Average	79,884

DEANS:
PUBLIC AFFAIRS

Rank	Salary
1	122,200
2	71,872
3	69,112
Average	87,728

DEANS:
SCIENCE

Rank	Salary
1	128,220
2	122,278
3	114,649
4	107,100
5	103,531
6	80,580
7	69,900
8	66,465
9	66,040
Average	95,418

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

Rank	Salary
1	101,046
2	96,900
3	51,022
Average	82,989

DEANS:
SOCIAL WORK

Rank	Salary
1	96,135
2	93,809
3	83,835
Average	91,260

TABLE II (Continued)
DALLAS REGION

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

Rank	Salary
1	91,800
2	84,151
3	73,800
4	68,315
5	63,809
6	41,620
Average	70,583

MEDICAL DEANS:
NURSING

Rank	Salary
1	104,900
2	83,837
3	82,400
4	76,055
5	65,075
6	62,240
Average	79,085

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

Rank	Salary
1	87,720
2	82,431
3	81,077
4	78,800
5	72,255
Average	80,457

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	135,220
2	86,480
3	85,280
4	75,833
Average	95,703

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	181,960
2	112,686
3	112,000
Average	135,549

MEDICAL DEANS:
VETERINARY
MEDICINE

Rank	Salary
1	143,368
2	119,322
3	111,500
Average	124,730

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-NINE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fourteen participating universities from this region are as follows:

*COLORADO STATE UNIVERSITY
COLORADO SCHOOL OF MINES
*MONTANA STATE UNIVERSITY
*NORTH DAKOTA STATE UNIVERSITY
*SOUTH DAKOTA STATE UNIVESITY
SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY
UNIVERSITY OF COLORADO AT DENVER
*UNIVERSITY OF MONTANA
*UNIVERSITY OF NORTH DAKOTA
*UNIVERSITY OF NORTHERN COLORADO
*UNIVERSITY OF SOUTH DAKOTA
*UNIVERSITY OF UTAH
*UNIVERSITY OF WYOMING
*UTAH STATE UNIVERSITY

TABLE II (Continued)
DENVER REGION

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	138,025
2	130,000
3	119,940
4	113,800
5	105,000
6	105,000
7	102,000
8	98,453
9	94,350
10	94,340
11	88,600
12	87,150
13	86,500
Average	104,858

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	100,600
2	93,200
3	79,920
4	70,720
5	61,680
Average	81,224

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	81,072
2	58,000
3	52,400
4	44,410
5	41,184
6	34,500
Average	51,928

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	88,500
2	70,000
3	67,140
4	65,118
5	63,000
6	62,500
7	58,000
8	55,848
9	52,000
10	50,800
11	49,695
12	45,900
Average	60,708

TABLE II (Continued)
DENVER REGION

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	62,000
2	60,000
3	53,924
4	50,500
5	48,500
6	45,760
7	41,300
8	40,596
9	38,006
10	31,112
11	31,000
12	29,600
Average	44,358

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	69,100
2	58,448
3	57,000
4	47,984
5	44,748
6	42,660
7	42,000
8	35,200
9	28,822
Average	47,329

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	106,600
2	66,150
3	62,400
4	45,000
5	44,676
6	43,978
Average	61,467

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

Rank	Salary
1	106,500
2	106,500
3	100,000
4	97,500
5	94,050
6	92,600
7	89,500
8	77,661
9	76,800
10	75,420
11	74,880
12	74,880
Average	88,858

TABLE II (Continued)
DENVER REGION

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	109,404
2	94,500
3	84,000
Average	95,968

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	94,200
2	76,333
3	73,956
4	73,000
5	72,800
6	67,750
7	65,150
8	63,700
9	61,000
10	59,400
11	59,280
12	49,014
13	47,705
Average	66,407

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	95,200
2	91,821
3	86,964
4	82,100
5	80,000
6	80,000
7	74,100
8	69,792
9	62,500
10	59,700
11	52,095
Average	75,843

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	75,900
2	74,165
3	73,216
4	65,000
5	64,000
6	60,750
7	58,254
8	54,564
9	52,000
10	52,000
11	49,130
12	47,950
13	46,680
14	33,574
Average	57,656

TABLE II (Continued)
DENVER REGION

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

Rank	Salary
1	62,100
2	56,925
3	52,291
4	47,460
5	20,199
Average	47,795

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	65,700
2	45,960
3	35,001
4	29,914
5	27,500
Average	40,815

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	60,700
2	54,350
3	50,650
4	46,361
5	44,000
6	37,809
7	37,344
8	36,660
9	30,000
10	27,521
11	24,200
Average	40,872

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

Rank	Salary
1	76,300
2	52,000
3	51,000
4	45,288
5	40,000
6	35,700
7	28,600
Average	46,984

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

Rank	Salary
1	82,000
2	72,280
3	66,180
4	64,500
5	64,000
6	64,000
7	60,000
8	57,500
9	49,500

(Continued)

TABLE II (Continued)
DENVER REGION

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER (Continued)

Rank	Salary
10	45,000
11	33,300
12	26,957
Average	57,101

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

Rank	Salary
1	49,715
2	48,900
3	48,508
4	33,372
5	31,124
6	30,500
7	30,440
8	21,280
Average	36,730

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	66,338
2	64,000
3	57,730
4	49,680
5	48,436
6	45,600

Rank	Salary
7	45,000
8	43,000
9	39,200
10	33,178
Average	49,216

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	95,200
2	85,000
3	81,245
4	74,600
5	73,620
6	73,100
7	73,000
8	72,350
9	70,720
10	54,080
11	52,015
Average	73,175

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

Rank	Salary
1	62,000
2	58,000
3	55,900
4	48,240
5	47,521
6	46,120
Average	52,964

TABLE II (Continued)
DENVER REGION

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	92,046
2	40,723
3	35,004
Average	55,924

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

Rank	Salary
1	68,877
2	61,900
3	55,300
4	54,818
5	49,700
6	49,632
7	48,000
8	46,253
9	42,441
10	42,200
11	41,551
12	41,200
13	34,461
14	30,917
Average	47,661

STUDENT AFFAIRS OFFICERS: REGISTRAR

Rank	Salary
1	70,093
2	55,577
3	53,000
4	52,652
5	49,500
6	48,250
7	47,500
8	47,000
9	42,101
10	38,000
11	37,288
12	35,650
Average	48,051

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

Rank	Salary
1	65,500
2	57,204
3	53,230
4	53,143
5	46,680
6	45,000
7	44,800
8	44,473
9	43,720
10	42,940
11	35,839
12	35,400
13	33,550
14	30,743
Average	45,159

TABLE II (Continued)
DENVER REGION

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

Rank	Salary
1	67,300
2	58,885
3	55,189
4	55,000
5	53,324
6	50,240
7	47,004
8	43,000
9	42,400
10	41,239
11	40,000
12	38,990
13	23,425
Average	47,384

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	94,017
2	86,491
3	84,072
4	73,100
5	70,800
6	65,700
7	57,414
8	56,000
9	43,632
10	36,750
11	27,166
Average	63,195

STUDENT AFFAIRS OFFICERS: DIRECTOR OF CAREER PLANNING & PLACEMENT

Rank	Salary
1	51,468
2	43,148
3	43,008
4	41,500
5	41,000
6	40,556
7	39,402
8	37,734
9	32,847
Average	41,185

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	94,000
2	56,496
3	55,000
4	49,648
Average	63,786

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	76,800
2	68,211
3	58,704

(Continued)

TABLE II (Continued)
DENVER REGION

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT (Continued)

Rank	Salary
4	57,750
5	57,600
6	53,674
7	50,220
8	49,250
9	49,043
10	39,418
Average	56,067

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	65,400
2	61,700
3	49,416
4	47,220
5	43,054
6	30,252
7	29,800
8	29,638
9	27,934
10	27,552
Average	41,197

PUBLIC RELATIONS OFFICERS: VICE PRES FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	91,300
2	82,872
3	82,713
4	81,000
Average	84,471

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	99,700
2	78,800
3	67,200
4	65,520
Average	77,805

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	62,951
2	62,000
3	54,920
4	54,570
5	54,432
6	54,000
7	52,500

(Continued)

TABLE II (Continued)
DENVER REGION

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
8	52,166
9	51,450
10	46,840
11	40,000
12	28,786
13	28,080
Average	49,438

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	67,500
2	63,360
3	58,200
4	56,100
Average	61,290

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	97,000
2	69,791
3	69,550
4	55,000
5	53,996
6	46,944
7	43,500
8	37,300
Average	59,135

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	66,000
2	50,406
3	42,516
4	42,079
5	42,000
6	42,000
7	41,600
8	41,600
9	41,440
10	39,000
11	38,700
Average	44,304

PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	85,800
2	79,070
3	61,267
Average	75,379

TABLE II (Continued)
DENVER REGION

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	119,200
2	92,412
3	86,800
4	86,500
5	79,920
6	74,636
Average	89,911

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	73,807
2	62,292
3	58,780
4	57,305
5	48,000
6	43,569
Average	57,292

DEANS:
AGRICULTURE

Rank	Salary
1	89,508
2	83,800
3	78,830
4	75,250
5	70,500
Average	79,578

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	93,480
2	87,000
3	84,504
4	79,000
5	76,200
6	69,514
7	68,700
8	68,000
Average	78,300

DEANS:
BUSINESS MANAGEMENT

Rank	Salary
1	111,100
2	109,896
3	99,664
4	87,516
5	85,000
6	80,000
7	79,100
8	76,440
9	72,384
10	70,000
11	66,500
Average	85,236

TABLE II (Continued)
DENVER REGION

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	87,699
2	74,900
3	74,000
4	66,000
5	63,000
6	56,153
7	55,239
Average	68,142

DEANS:
EDUCATION

Rank	Salary
1	92,000
2	89,347
3	85,404
4	77,817
5	74,500
6	72,000
7	70,720
8	69,550
9	69,160
10	65,000
11	62,608
Average	75,282

DEANS:
ENGINEERING

Rank	Salary
1	126,900
2	106,358
3	90,360
4	87,055
5	79,285
6	78,625
7	74,583
8	69,680
Average	89,106

DEANS:
FINE ARTS

Rank	Salary
1	74,000
2	68,106
3	66,210
4	66,207
5	60,849
6	60,000
Average	65,895

DEANS:
GRADUATE

Rank	Salary
1	97,159
2	89,614

(Continued)

TABLE II (Continued)
DENVER REGION

DEANS:
GRADUATE
(Continued)

Rank	Salary
3	88,900
4	77,880
5	77,640
6	77,250
7	75,000
8	74,500
9	68,106
10	64,403
11	61,880
Average	77,485

DEANS:
HOME ECONOMICS

Rank	Salary
1	74,200
2	63,000
3	54,480
Average	63,893

DEANS:
LAW

Rank	Salary
1	117,574
2	109,500
3	98,479
4	91,500
5	83,200
Average	100,051

DEANS:
SCIENCE

Rank	Salary
1	115,496
2	95,800
3	89,900
4	75,000
Average	94,049

MEDICAL DEANS:
NURSING

Rank	Salary
1	94,400
2	76,488
3	69,000
4	63,000
Average	75,722

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	95,680
2	77,480
3	74,800
4	62,608
Average	77,642

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-NINE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The ten participating universities from this region are as follows:

*COLORADO STATE UNIVERSITY
COLORADO SCHOOL OF MINES
*MONTANA STATE UNIVERSITY
*NORTH DAKOTA STATE UNIVERSITY
*SOUTH DAKOTA STATE UNIVESITY
SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY
UNIVERSITY OF COLORADO AT DENVER
*UNIVERSITY OF MONTANA
*UNIVERSITY OF NORTH DAKOTA
*UNIVERSITY OF NORTHERN COLORADO
*UNIVERSITY OF SOUTH DAKOTA
*UNIVERSITY OF UTAH
*UNIVERSITY OF WYOMING
*UTAH STATE UNIVERSITY

TABLE II (Continued)
KANSAS CITY REGION

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	164,000
2	126,000
3	124,550
4	124,000
5	120,500
6	115,900
7	115,000
8	111,300
9	109,000
Average	123,361

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	101,306
2	95,680
3	82,764
4	78,400
5	67,550
6	65,500
7	62,000
8	60,995
9	60,000
10	55,075
Average	72,927

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	85,600
2	82,185
3	78,072
4	75,000
5	56,000
6	50,245
7	44,800
8	39,350
Average	63,907

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	78,500
2	65,457
3	64,677
4	59,435
5	55,250
6	54,156
7	52,322
8	50,000
9	30,000
Average	56,644

TABLE II (Continued)
KANSAS CITY REGION

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	78,375
2	66,800
3	64,400
4	56,375
5	55,000
6	43,000
7	36,000
Average	57,136

ACADEMIC OFFICERS: VICE PRESIDENT FOR ACADEMIC AFFAIRS

Rank	Salary
1	124,894
2	104,000
3	98,500
4	95,000
5	94,650
Average	103,409

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	106,488
2	106,000
3	95,000
Average	102,496

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	96,000
2	95,984
3	80,000
4	78,072
5	76,900
6	75,300
7	74,600
8	68,650
9	63,188
10	61,200
Average	76,989

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	122,550
2	100,000
3	99,576
4	91,000
5	88,950
6	82,000
7	81,500
8	66,625
Average	91,525

TABLE II (Continued)
KANSAS CITY REGION

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	86,025
2	70,000
3	64,308
4	59,800
5	56,150
6	52,800
Average	64,847

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

Rank	Salary
1	76,000
2	44,000
3	38,000
4	37,991
Average	48,998

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	70,400
2	65,940
3	62,000
Average	66,113

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	82,450
2	63,552
3	56,600
4	53,235
5	53,000
6	48,600
7	43,900
8	43,000
9	39,700
10	28,750
Average	51,279

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

Rank	Salary
1	52,000
2	50,004
3	42,000
4	33,800
Average	44,451

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

Rank	Salary
1	77,505
2	72,000

(Continued)

TABLE II (Continued)
KANSAS CITY REGION

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

Rank	Salary
3	65,000
4	60,000
5	58,600
6	57,000
7	49,170
Average	62,754

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

Rank	Salary
1	57,459
2	55,700
3	46,100
4	45,571
5	42,828
6	40,450
7	39,654
8	32,000
9	29,600
Average	43,262

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	68,800
2	68,000
3	64,677

Rank	Salary
4	63,570
5	60,000
6	59,844
7	56,650
8	52,500
9	48,825
10	47,500
Average	59,037

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	106,805
2	103,700
3	100,176
4	93,000
5	88,065
6	84,000
7	83,600
8	80,000
9	77,800
10	77,000
Average	89,415

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

Rank	Salary
1	73,872
2	68,800
3	67,750
Average	70,141

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

TABLE II (Continued)
KANSAS CITY REGION

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	94,807
2	80,250
3	61,920
4	48,714
5	45,835
6	41,525
7	40,000
8	33,156
Average	55,776

STUDENT AFFAIRS OFFICERS: REGISTRAR

Rank	Salary
1	68,000
2	(60,000)
3	59,543
4	58,600
5	54,000
6	50,736
7	46,500
8	46,381
9	43,550
Average	54,146

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

Rank	Salary
1	(60,000)
2	59,266
3	55,300
4	54,360
5	54,000
6	49,569
7	49,000
8	48,557
9	43,000
Average	52,561

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

Rank	Salary
1	59,500
2	59,333
3	50,056
4	49,576
5	49,000
6	48,000
7	45,000
8	41,757
Average	50,278

TABLE II (Continued)
KANSAS CITY REGION

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

Rank	Salary
1	87,900
2	73,216
3	64,775
4	61,383
5	56,388
6	50,000
7	35,000
Average	61,237

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	98,100
2	71,240
3	64,350
4	51,264
5	49,236
6	29,822
Average	60,669

STUDENT AFFAIRS OFFICERS: DIRECTOR OF CAREER PLANNING & PLACEMENT

Rank	Salary
1	72,072
2	59,952
3	56,175
4	54,000
5	46,128
6	43,635
7	43,550
8	43,300
9	40,755
10	39,124
Average	49,869

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	73,700
2	69,960
3	65,000
4	57,804
5	55,080
6	46,272
Average	61,303

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	94,100
2	76,000
3	75,915
4	68,950
5	65,196
6	61,800
7	60,000
8	58,391
9	58,370
Average	68,747

TABLE II (Continued)
KANSAS CITY REGION

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	57,444
2	55,674
3	55,000
4	52,800
5	51,600
6	49,510
7	46,440
8	46,062
9	43,000
10	35,200
Average	49,273

PUBLIC RELATIONS OFFICERS: VICE PRES FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	100,176
2	89,000
3	78,100
4	73,000
Average	85,069

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	73,440
2	70,000
3	67,170
4	58,000
5	57,170
6	53,043
7	40,692
8	40,000
Average	57,439

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	79,500
2	77,215
3	69,000
4	67,248
Average	73,241

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	110,000
2	62,000
3	56,000
4	45,622
5	45,000
Average	63,724

TABLE II (Continued)
KANSAS CITY REGION

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	69,807
2	66,000
3	56,214
4	55,000
5	53,460
6	46,660
Average	57,857

PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	109,400
2	108,000
3	88,500
4	84,912
Average	97,703

RESEARCH OFFICERS: VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	106,700
2	105,392
3	95,000
4	48,456
Average	88,887

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	83,523
2	72,936
3	64,460
4	59,800
5	51,573
6	48,930
7	47,544
8	41,655
Average	58,803

DEANS: AGRICULTURE

Rank	Salary
1	112,200
2	105,900
3	105,288
4	98,200
Average	105,397

DEANS: ARCHITECTURE

Rank	Salary
1	104,500
2	96,024
3	87,996
4	81,700
Average	92,555

TABLE II (Continued)
KANSAS CITY REGION

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	108,366
2	95,004
3	95,000
4	93,100
5	92,300
6	91,500
7	86,985
8	82,500
Average	93,094

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	96,852
2	95,815
3	85,922
4	84,000
5	81,960
6	75,400
7	70,800
8	58,250
Average	81,125

DEANS:
BUSINESS MANAGEMENT

Rank	Salary
1	116,100
2	106,000
3	104,575
4	100,000
5	96,912
6	96,000
7	90,000
8	88,800
9	87,550
Average	98,437

DEANS:
EDUCATION

Rank	Salary
1	102,469
2	100,000
3	91,464
4	90,000
5	(89,200)
6	86,994
7	83,300
8	78,000
9	75,500
Average	88,547

TABLE II (Continued)
KANSAS CITY REGION

DEANS:
ENGINEERING

Rank	Salary
1	115,000
2	115,000
3	106,385
4	99,445
5	98,500
6	98,172
Average	105,417

DEANS:
GRADUATE

Rank	Salary
1	90,000
2	85,295
3	85,000
4	81,000
5	75,900
Average	83,439

DEANS:
HOME ECONOMICS

Rank	Salary
1	103,000
2	101,216
3	90,828
4	82,000
Average	94,261

DEANS:
JOURNALISM/
COMMUNICATION

Rank	Salary
1	95,404
2	87,000
3	77,300
Average	86,568

DEANS:
LAW

Rank	Salary
1	130,875
2	113,000
3	102,500
4	89,750
Average	109,031

MEDICAL DEANS:
NURSING

Rank	Salary
1	84,000
2	82,403
3	66,500
Average	77,634

TABLE II (Continued)
KANSAS CITY REGION

MEDICAL DEANS:
VETERINARY
MEDICINE

Rank	Salary
1	111,400
2	98,004
3	93,000
Average	100,801

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-NINE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The sixteen participating universities from these combined regions are as follows:

LEHMAN COLLEGE-CITY UNIVERSITY OF NEW YORK
NEW JERSEY INSTITUTE OF TECHNOLOGY
RUTGERS UNIVERSITY CAMPUS AT NEWARK
*STATE UNIVERSITY OF NEW YORK AT ALBANY
*STATE UNIVERSITY OF NEW OF NEW YORK AT BINGHAMTON
*STATE UNIVERSITY OF NEW YORK AT BUFFALO
*STATE UNIVERSITY OF NEW YORK AT STONY BROOK
STATE UNIVERSITY OF NEW YORK-COLLEGE
  OF ENVIRONMENTAL SCIENCE AND FORESTRY
*UNIVERSITY OF MAINE
*UNIVERSITY OF MASSACHUSETTS - AMHERST
UNIVERSITY OF MASSACHUSETTS AT BOSTON
UNIVERSITY OF MASSACHUSETTS AT LOWELL
*UNIVERSITY OF NEW HAMPSHIRE
*UNIVERSITY OF RHODE ISLAND
*UNIVERSITY OF VERMONT
*UNIVERSITY OF CONNECTICUT

TABLE II (Continued)
NEW YORK AND BOSTON REGION

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	140,000
2	134,000
3	133,775
4	130,000
5	126,800
6	126,800
7	125,000
8	123,203
9	120,950
10	116,000
11	115,000
12	112,000
13	99,225
14	97,200
15	96,813
Average	119,784

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	111,165
2	110,000
3	96,000
4	91,055
Average	102,055

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	132,750
2	74,136
3	72,168
4	69,500
5	66,310
6	55,867
7	55,000
8	52,200
9	40,934
Average	68,763

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR INFORMATION MANAGEMENT

Rank	Salary
1	105,681
2	96,350
3	85,926
Average	95,986

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	105,000
2	95,797
3	90,000
4	76,710

(Continued)

TABLE II (Continued)
NEW YORK AND BOSTON REGION

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES (Continued)

Rank	Salary
5	76,484
6	71,269
7	69,091
8	66,310
9	65,985
10	60,850
11	53,000
Average	75,500

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	72,918
2	66,500
3	65,990
4	63,500
5	61,361
6	55,448
7	51,402
8	51,000
9	50,998
Average	59,902

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	86,816
2	84,761
3	80,224
4	79,732
5	66,000
6	61,600
7	54,900
8	52,130
9	46,072
10	38,620
11	37,451
Average	62,573

ADMINISTRATIVE OFFICERS: LEGAL COUNSEL

Rank	Salary
1	100,425
2	71,102
3	67,559
4	67,000
Average	76,522

TABLE II (Continued)
NEW YORK AND BOSTON REGION

ACADEMIC OFFICERS: VICE PRESIDENT FOR ACADEMIC AFFAIRS

Rank	Salary
1	112,000
2	101,478
3	96,840

(Continued)

ACADEMIC OFFICERS: VICE PRESIDENT FOR ACADEMIC AFFAIRS (Continued)

Rank	Salary
4	96,000
5	95,000
6	93,266
Average	99,097

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	132,750
2	124,000
3	119,000
4	116,600
5	113,000
6	111,500
7	108,000
8	105,074
9	99,125
10	99,000
Average	112,805

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	105,498
2	98,000
3	90,924
4	85,300
Rank	Salary
5	83,737
6	83,580
7	80,523
8	77,898
9	72,000
10	71,400
11	67,701
12	66,310
13	63,311
14	55,379
Average	78,683

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	127,000
2	124,000
3	106,504
4	102,000
5	98,000
6	96,000
7	95,500
8	91,476
9	88,950
10	86,938
11	85,499
Average	100,170

TABLE II (Continued)
NEW YORK AND BOSTON REGION

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	97,000
2	88,249
3	85,100
4	81,396
5	73,824
6	71,302
7	71,060
8	67,610
9	66,348
10	62,500
11	55,000
12	51,324
Average	72,559

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

Rank	Salary
1	77,689
2	77,000
3	74,879
4	65,875
5	57,300
6	53,601
7	53,010
8	50,129
9	46,688
10	44,388
11	36,388
Average	57,904

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	72,000
2	60,753
3	57,498
4	56,925
5	42,850
Average	58,005

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	71,650
2	66,670
3	61,346
4	59,460
5	59,080
6	56,411
7	56,116
8	53,428
9	53,249
10	44,625
11	43,799
12	42,750
Average	55,715

TABLE II (Continued)
NEW YORK AND BOSTON REGION

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

Rank	Salary
1	73,966
2	66,000
3	63,040
4	59,000
5	55,479
6	55,148
7	53,000
8	30,668
Average	57,038

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

Rank	Salary
1	64,300
2	57,897
3	57,367
4	52,750
5	47,828
6	44,325
7	42,050
8	40,800
9	40,390
10	38,155
Average	48,586

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

Rank	Salary
1	90,400
2	81,886
3	76,388
4	74,000
5	73,300
6	67,611
7	66,310
8	65,300
9	64,000
10	60,625
11	56,690
Average	70,592

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	83,000
2	78,895
3	72,085
4	71,000
5	70,400
6	69,550
7	69,550
8	67,684
9	66,310
10	62,291
11	61,430
12	55,403
13	54,700
Average	67,869

TABLE II (Continued)
NEW YORK AND BOSTON REGION

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	105,000
2	100,409
3	100,000
4	94,049
5	93,780
6	92,925
7	89,000
8	84,870
9	80,000
10	79,785
Average	91,982

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

Rank	Salary
1	95,000
2	90,725
3	79,800
4	68,310
5	63,077
6	56,006
7	44,650
Average	71,081

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	89,250
2	70,222
3	64,435
4	63,072
5	52,236
6	49,033
7	44,247
8	24,167
Average	57,083

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

Rank	Salary
1	75,187
2	69,709
3	69,500
4	69,224
5	69,100
6	68,210
7	60,974
8	60,000
9	57,054
10	56,709
11	55,238
12	52,750
13	52,000
14	50,785
15	43,900
Average	60,689

TABLE II (Continued)
NEW YORK AND BOSTON REGION

STUDENT AFFAIRS OFFICERS: REGISTRAR

Rank	Salary
1	68,822
2	68,760
3	66,310
4	63,430
5	62,783
6	62,198
7	61,361
8	61,200
9	60,596
10	56,252
11	55,199
12	55,000
13	54,008
14	44,768
Average	60,049

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

Rank	Salary
1	87,365
2	71,315
3	64,341
4	62,388
5	61,694
6	58,995
7	56,991
8	56,100
9	53,000
10	50,301
11	40,950
Average	60,313

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

Rank	Salary
1	67,602
2	67,310
3	66,310
4	58,000
5	57,596
6	56,500
7	55,662
8	55,027
9	54,809
10	53,408
11	52,840
12	50,571
13	50,159
14	48,645
15	47,209
Average	56,110

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	118,169
2	106,996
3	91,500
4	83,120
5	79,695
6	71,869
7	70,848
8	68,863
9	61,391
10	40,737
Average	79,319

TABLE II (Continued)
NEW YORK AND BOSTON REGION

STUDENT AFFAIRS OFFICERS: DIRECTOR OF CAREER PLANNING & PLACEMENT

Rank	Salary
1	67,520
2	63,692
3	60,851
4	50,830
5	49,931
6	49,601
7	49,213
8	47,695
9	46,215
10	45,161
11	43,001
Average	52,155

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	89,075
2	89,000
3	81,100
4	75,000
5	72,860
6	72,000
7	71,900
8	64,476
9	62,975
10	62,190
11	57,875
12	56,000
Average	71,204

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	101,000
2	80,500
3	(73,090)
4	68,000
5	66,310
6	61,732
7	60,000
8	56,691
Average	70,915

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	75,787
2	75,000
3	69,875
4	65,910
5	65,623
6	63,902
7	63,797
8	61,368
9	58,433
10	56,800
11	54,300
12	51,975
13	51,000
14	49,150
15	47,640
16	44,363
Average	59,683

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

TABLE II (Continued)
NEW YORK AND BOSTON REGION

PUBLIC RELATIONS OFFICERS: VICE PRES FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	111,000
2	101,734
3	98,000
4	82,539
5	80,000
6	77,900
7	75,000
Average	89,453

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	83,070
2	78,078
3	73,000
4	70,000
5	66,350
6	66,310
7	65,978
8	65,469
9	59,931
10	59,620
11	55,720
12	52,237
13	47,600
14	40,000
Average	63,097

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	77,000
2	54,764
3	47,783
Average	59,849

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	90,920
2	88,367
3	83,872
Average	87,720

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	86,024
2	72,034
3	70,000
4	70,000
5	63,961
6	60,878
7	60,000
8	53,295
9	52,750
Average	65,438

TABLE II (Continued)
NEW YORK AND BOSTON REGION

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	75,000
2	55,306
3	50,957
4	50,556
5	48,720
6	47,721
7	47,062
8	45,675
9	42,672
Average	51,519

PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	93,755
2	83,059
3	79,680
4	47,379
5	43,440
Average	69,463

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	110,000
2	101,478
3	92,540
4	79,002
Average	95,755

RESEARCH OFFICERS: VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	109,293
2	103,741
3	102,944
Average	105,326

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	69,058
2	68,000
3	62,700
4	61,100
5	58,443
6	53,017
Average	62,053

TABLE II (Continued)
NEW YORK AND BOSTON REGION

DEANS:
AGRICULTURE

Rank	Salary
1	117,095
2	102,000
3	87,510
4	82,800
Average	97,351

DEANS:
ARTS AND LETTERS

Rank	Salary
1	110,000
2	92,000
3	79,695
Average	93,898

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	122,700
2	103,300
3	94,000
4	93,000
5	91,183
6	90,132
Average	99,886

DEANS:
BUSINESS MANAGEMENT

Rank	Salary
1	124,500
2	120,000
3	113,525
4	109,000
5	108,999
6	104,948
7	100,200
8	95,950
9	95,550
10	91,000
11	83,178
12	78,660
Average	102,126

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	92,000
2	90,000
3	88,589
4	82,900
5	80,497
6	79,020
7	76,000
8	74,393
9	71,495
10	66,287
11	66,180
12	60,023
Average	77,282

TABLE II (Continued)
NEW YORK AND BOSTON REGION

DEANS: EDUCATION

Rank	Salary
1	108,000
2	106,000
3	96,000
4	90,306
5	84,000
6	81,092
7	80,000
8	75,000
9	60,000
Average	86,711

DEANS: GRADUATE

Rank	Salary
1	118,200
2	110,070
3	91,750
4	89,654
5	83,810
6	78,350
7	71,400
8	68,376
9	65,520
Average	86,348

DEANS: ENGINEERING

Rank	Salary
1	127,500
2	127,100
3	115,000
4	108,000
5	105,074
6	101,040
7	99,753
8	96,140
9	89,907
10	89,195
11	78,231
Average	103,358

DEANS: LAW

Rank	Salary
1	128,000
2	126,000
3	120,500
Average	124,833

DEANS: LIBERAL ARTS

Rank	Salary
1	92,440
2	91,000
3	72,430
Average	85,290

TABLE II (Continued)
NEW YORK AND BOSTON REGION

DEANS: SCIENCE

Rank	Salary
1	100,834
2	92,000
3	84,249
4	82,159
5	74,000
Average	86,648

DEANS: UNDERGRADUATE STUDIES

Rank	Salary
1	92,000
2	86,931
3	76,000
Average	84,977

DEANS: SOCIAL AND BEHAVIORAL SCIENCES

Rank	Salary
1	115,000
2	94,828
3	80,989
Average	96,939

DEANS: UNIVERSITY COLLEGE/ GENERAL COLLEGE

Rank	Salary
1	77,477
2	76,073
3	73,900
Average	75,817

DEANS: SOCIAL WORK

Rank	Salary
1	106,000
2	102,000
3	91,000
4	76,000
Average	93,750

MEDICAL DEANS: DENTISTRY

Rank	Salary
1	137,500
2	132,500
3	116,142
Average	128,714

TABLE II (Continued)
NEW YORK AND BOSTON REGION

MEDICAL DEANS: HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

Rank	Salary
1	105,000
2	97,444
3	95,000
4	93,400
5	88,200
6	(82,120)
7	81,081
Average	91,749

MEDICAL DEANS: MEDICINE

Rank	Salary
1	264,914
2	182,000
3	173,000
4	109,434
Average	182,337

MEDICAL DEANS: NURSING

Rank	Salary
1	101,000
2	97,300
3	94,840
4	93,000
5	90,000
6	87,300
7	83,528
8	82,500
9	78,549
Average	89,780

MEDICAL DEANS: PHARMACY

Rank	Salary
1	116,000
2	105,000
3	89,849
Average	103,616

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-NINE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The eleven participating universities from this region are as follows:

COLLEGE OF WILLIAM AND MARY
MORGAN STATE UNIVERSITY
OLD DOMINION UNIVERSITY
UNIVERSITY OF MARYLAND - BALTIMORE COUNTY
UNIVERSITY OF MARYLAND AT BALTIMORE
*UNIVERSITY OF MARYLAND AT COLLEGE PARK
*UNIVERSITY OF VIRGINIA
*UNIVERSITY OF DELAWARE
*VIRGINIA COMMONWEALTH UNIVERSITY
*VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
*WEST VIRGINIA UNIVERSITY

TABLE II (Continued)
PHILADELPHIA REGION

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	175,000
2	147,679
3	147,679
4	147,679
5	143,377
6	131,891
7	131,040
8	129,583
9	116,406
10	104,608
Average	137,494

ADMINISTRATIVE OFFICERS: VICE PRES FOR INSTITUTIONAL PLANNING

Rank	Salary
1	90,196
2	83,200
3	68,500
Average	80,632

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	143,000
2	123,585
3	118,431
4	115,667
5	115,560
6	92,100
Average	118,057

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	98,000
2	95,373
3	80,000
4	77,600
5	62,745
6	60,194
7	55,440
8	55,000
9	54,000
10	48,137
Average	68,649

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR INFORMATION MANAGEMENT

Rank	Salary
1	109,090
2	90,000
3	83,333
4	78,922
5	77,712
Average	87,811

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	102,000
2	92,875
3	90,980
4	80,854
5	78,431
6	68,412
7	65,755
8	63,564
9	55,548
Average	77,602

TABLE II (Continued)
PHILADELPHIA REGION

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	77,451
2	70,284
3	65,000
4	61,500
5	54,804
6	54,461
7	52,920
8	46,035
Average	60,307

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	72,647
2	67,500
3	67,000
4	60,637
5	60,200
6	57,747
7	55,000
8	54,608
9	50,588
10	46,632
Average	59,256

ADMINISTRATIVE OFFICERS: LEGAL COUNSEL

Rank	Salary
1	95,098
2	86,884
3	79,706
4	78,196
5	75,686
Average	83,114

ACADEMIC OFFICERS: VICE PRESIDENT FOR ACADEMIC AFFAIRS

Rank	Salary
1	144,462
2	139,150
3	137,500
4	118,893
5	115,667
6	101,000
7	93,500
Average	121,453

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	146,200
2	131,127
3	121,569
4	80,004
Average	119,725

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	95,497
2	92,941
3	90,000
4	89,500
5	83,000
6	79,804
7	78,431
8	74,900
9	60,000
10	54,530
Average	79,860

TABLE II (Continued)
PHILADELPHIA REGION

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	136,200
2	115,560
3	112,000
4	98,529
5	97,500
6	95,098
7	87,144
8	80,250
Average	102,785

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	83,000
2	81,373
3	73,000
4	72,059
5	66,400
6	65,136
7	61,000
8	55,423
9	50,000
10	47,000
Average	65,439

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

Rank	Salary
1	86,275
2	65,196
3	63,314
4	45,000
5	44,952
6	44,952
7	42,000
8	35,052
Average	53,343

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	73,250
2	71,225
3	55,588
4	46,168
Average	61,558

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	75,757
2	67,000
3	64,328
4	62,499
5	56,952
6	53,721
7	52,650
8	44,000
9	39,296
10	31,476
11	27,988
Average	52,333

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

Rank	Salary
1	73,529
2	72,941
3	68,300
4	64,199
5	56,168
6	55,000
7	52,666
8	52,049
9	44,064
Average	59,880

TABLE II (Continued)
PHILADELPHIA REGION

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

Rank	Salary
1	91,156
2	78,431
3	75,000
4	73,000
5	65,000
6	65,000
7	62,990
8	59,000
9	55,000
10	49,412
11	46,958
Average	65,541

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

Rank	Salary
1	61,245
2	55,211
3	46,999
4	44,952
5	37,615
6	23,044
Average	44,844

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	86,450
2	78,431
3	78,235
4	77,688
5	70,784
6	62,160
7	57,000
8	55,490
9	52,336
10	51,000
Average	66,957

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	104,020
2	98,725
3	94,118
4	93,500
5	90,000
6	83,333
7	83,000
8	82,353
9	65,321
Average	88,263

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

Rank	Salary
1	73,026
2	71,569
3	65,042
4	56,471
5	50,686
6	47,436
Average	60,705

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	95,500
2	89,027
3	55,784
4	45,000
Average	71,328

TABLE II (Continued)
PHILADELPHIA REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	73,772
2	72,000
3	68,208
4	68,137
5	63,000
6	54,804
7	49,220
8	48,120
9	43,529
10	42,000
Average	58,279

STUDENT AFFAIRS OFFICERS:
REGISTRAR

Rank	Salary
1	70,000
2	68,824
3	62,229
4	61,153
5	60,294
6	59,000
7	51,961
8	51,667
9	51,373
10	40,000
Average	57,650

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	74,000
2	66,471
3	61,569
4	60,980
5	55,548
6	54,314
7	54,312
8	54,036
9	53,000
10	51,688
11	43,600
Average	57,229

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	68,292
2	66,131
3	64,216
4	59,760
5	55,721
6	53,922
7	49,020
8	48,431
9	43,100
10	41,000
Average	54,959

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

Rank	Salary
1	113,235
2	106,424
3	87,500
4	78,911
5	55,882
6	54,600
7	52,269
8	50,000
9	42,794
Average	71,291

TABLE II (Continued)
PHILADELPHIA REGION

STUDENT AFFAIRS OFFICERS: DIRECTOR OF CAREER PLANNING & PLACEMENT

Rank	Salary
1	70,588
2	63,725
3	59,600
4	55,924
5	51,471
6	48,900
7	47,549
8	47,057
9	46,776
10	46,365
Average	53,796

OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	97,200
2	91,400
3	78,431
4	75,000
Average	85,508

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	97,200
2	71,667
3	53,721
4	52,800
5	51,225
6	48,400
7	42,600
8	42,157
Average	57,471

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	84,268
2	80,000
3	75,588
4	74,608
5	72,200
6	62,060
7	61,569
8	61,250
9	56,760
10	56,200
11	37,614
Average	65,647

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	76,550
2	67,157
3	67,126
4	66,700
5	54,550
6	53,529
7	50,000
8	44,424
9	42,047
10	41,121
Average	56,320

PUBLIC RELATIONS OFFICERS: VICE PRES FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	117,600
2	(90,000)
3	83,916
4	80,000
5	75,000
6	70,000
Average	86,086

TABLE II (Continued)
PHILADELPHIA REGION

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	68,137
2	64,216
3	60,105
4	53,883
5	52,610
6	52,560
7	49,526
8	47,000
9	40,000
Average	54,226

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR LEGISLATIVE RELATIONS

Rank	Salary
1	100,000
2	83,824
3	83,160
Average	88,995

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	81,324
2	63,725
3	62,620
4	62,403
Average	67,518

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	130,000
2	114,412
3	89,216
Average	111,209

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	82,000
2	80,000
3	80,000
4	67,668
5	65,000
6	55,872
7	40,000
Average	67,220

PHILADELPHIA

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	70,686
2	55,000
3	52,367
4	48,088
5	48,000
6	47,839
7	36,500
8	35,514
Average	49,249

TABLE II (Continued)
PHILADELPHIA REGION

RESEARCH OFFICERS: VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	114,706
2	97,451
3	(87,475)
4	84,804
Average	96,109

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	92,353
2	90,863
3	83,237
4	78,922
5	76,000
6	55,500
7	54,658
8	53,256
9	49,141
Average	70,437

DEANS: AGRICULTURE

Rank	Salary
1	116,000
2	108,431
3	107,500
4	84,114
Average	104,011

DEANS: ARCHITECTURE

Rank	Salary
1	110,000
2	96,000
3	91,000
Average	99,000

DEANS: ARTS AND SCIENCES

Rank	Salary
1	105,882
2	105,000
3	98,600
4	97,200
5	92,157
6	91,667
7	84,516
8	81,529
Average	94,569

DEANS: BUSINESS MANAGEMENT

Rank	Salary
1	129,412
2	122,550
3	118,922
4	116,500
5	109,804
6	102,000
7	93,276
8	88,000
9	82,500
Average	106,996

DEANS: CONTINUING EDUCATION

Rank	Salary
1	92,549
2	81,619
3	78,348
4	77,353
Average	82,467

TABLE II (Continued)
PHILADELPHIA REGION

DEANS:
EDUCATION

Rank	Salary
1	116,863
2	106,221
3	102,941
4	100,000
5	87,255
6	84,000
7	82,647
8	75,000
9	50,000
Average	89,436

DEANS:
ENGINEERING

Rank	Salary
1	130,500
2	127,745
3	122,549
4	115,375
5	105,000
6	102,157
7	96,728
8	94,008
Average	111,758

DEANS:
GRADUATE

Rank	Salary
1	116,000
2	95,000
3	(87,475)
4	83,490
5	75,588
6	68,694
Average	87,708

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

Rank	Salary
1	99,400
2	83,402
3	68,508
Average	83,770

DEANS:
HOME ECONOMICS

Rank	Salary
1	100,980
2	98,000
3	94,005
Average	97,662

DEANS:
LAW

Rank	Salary
1	161,300
2	121,569
3	105,972
4	105,000
Average	123,460

DEANS:
SOCIAL WORK

Rank	Salary
1	109,999
2	99,500
3	65,592
Average	91,697

TABLE II (Continued)
PHILADELPHIA REGION

MEDICAL DEANS:
DENTISTRY

Rank	Salary
1	170,000
2	120,346
3	95,076
Average	128,474

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	275,000
2	203,922
3	163,125
4	78,132
Average	180,045

MEDICAL DEANS:
NURSING

Rank	Salary
1	115,000
2	103,137
3	96,824
4	95,000
5	68,244
Average	95,641

MEDICAL DEANS:
PHARMACY

Rank	Salary
1	122,980
2	100,456
3	74,604
Average	99,347

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-NINE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The seven participating universities from this region are as follows:

*ARIZONA STATE UNIVERSITY - MAIN CAMPUS
NORTHERN ARIZONA UNIVERSITY
SAN DIEGO STATE UNIVERSITY
*UNIVERSITY OF ARIZONA
*UNIVERSITY OF CALIFORNIA AT DAVIS
*UNIVERSITY OF HAWAII AT MANOA
UNIVERSITY OF CALIFORNIA - SANTA CRUZ

TABLE II (Continued)
SAN FRANCISCO REGION

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	155,000
2	151,003
3	125,000
4	122,292
5	95,000
Average	129,659

ADMINISTRATIVE OFFICERS: EXECUTIVE VICE PRESIDENT

Rank	Salary
1	(148,100)
2	103,130
3	95,000
Average	115,410

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	93,700
2	78,376
3	72,999
4	66,900
5	62,900
Average	74,975

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	108,500
2	92,400
3	86,200
4	73,500
5	69,888
Average	86,098

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	75,000
2	74,800
3	59,976
4	57,976
5	54,576
Average	64,466

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	70,644
2	68,500
3	63,528
4	62,000
5	45,624
Average	62,059

TABLE II (Continued)
SAN FRANCISCO REGION

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

Rank	Salary
1	123,365
2	118,788
3	118,000
4	112,000
5	92,000
Average	112,831

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	(95,000)
2	81,817
3	78,300
4	69,999
5	65,500
Average	78,123

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

Rank	Salary
1	113,300
2	98,400
3	96,000
4	89,703
5	87,432
6	65,100
Average	91,656

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	74,844
2	69,001
3	68,500
4	66,000
5	45,000
Average	64,669

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	114,950
2	111,000
3	110,000
4	107,448
5	85,500
Average	105,780

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	89,496
2	81,975
3	80,081
4	77,004
5	76,800
6	64,500
7	54,000
Average	74,837

TABLE II (Continued)
SAN FRANCISCO REGION

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

Rank	Salary
1	66,972
2	57,432
3	50,000
4	45,000
Average	54,851

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	113,100
2	89,000
3	88,632
4	75,000
5	74,000
6	65,835
7	58,000
Average	80,510

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	105,999
2	101,500
3	100,728
4	97,084
5	93,005
6	85,000
Average	97,219

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

Rank	Salary
1	99,500
2	84,780
3	70,000
4	64,605
Average	79,721

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	76,166
2	68,244
3	57,663
4	56,052
5	47,703
Average	61,166

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

Rank	Salary
1	82,968
2	81,348
3	75,660
4	74,652
5	72,000
6	61,600
7	45,368
Average	70,514

TABLE II (Continued)
SAN FRANCISCO REGION

STUDENT AFFAIRS OFFICERS: REGISTRAR

Rank	Salary
1	74,916
2	69,996
3	68,000
4	66,287
5	60,243
6	53,750
7	44,520
Average	62,530

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

Rank	Salary
1	78,467
2	78,384
3	71,244
4	67,027
5	62,928
6	58,000
7	50,139
Average	66,598

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

Rank	Salary
1	79,354
2	73,692
3	69,732
4	60,000
5	58,571
6	53,106
7	52,160
Average	63,802

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	108,412
2	107,876
3	98,940
4	93,336
5	86,000
6	80,238
7	75,816
Average	92,945

STUDENT AFFAIRS OFFICERS: DIRECTOR OF CAREER PLANNING & PLACEMENT

Rank	Salary
1	73,224
2	62,867
3	59,005
4	57,000
5	55,104
6	44,902
Average	58,684

TABLE II (Continued)
SAN FRANCISCO REGION

OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	108,500
2	107,448
3	100,000
4	87,000
Average	100,737

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	83,000
2	77,400
3	74,000
4	67,164
5	58,000
Average	71,913

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	87,999
2	79,943
3	76,500
4	61,000
5	53,424
Average	71,773

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	72,500
2	72,000
3	67,926
4	58,130
5	48,576
6	48,434
Average	61,261

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	97,768
2	96,999
3	93,624
4	88,500
Average	94,223

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	85,968
2	66,706
3	62,583
4	54,000
5	53,269
Average	64,505

TABLE II (Continued)
SAN FRANCISCO REGION

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	78,279
2	75,144
3	64,250
4	49,156
Average	66,707

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	106,860
2	93,908
3	85,400
Average	95,389

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	107,451
2	85,000
3	77,400
4	69,250
5	60,499
Average	79,920

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	95,000
2	93,330
3	80,300
Average	89,543

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	75,229
2	75,111
3	72,252
4	64,654
5	47,500
6	39,012
Average	62,293

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	86,800
2	80,700
3	72,925
4	54,863
Average	73,822

TABLE II (Continued)
SAN FRANCISCO REGION

DEANS:
AGRICULTURE

Rank	Salary
1	(137,000)
2	110,398
3	97,380
Average	114,926

DEANS:
BUSINESS MANAGEMENT

Rank	Salary
1	127,400
2	120,000
3	108,043
4	101,609
5	97,512
6	83,500
Average	106,344

DEANS:
ARCHITECTURE

Rank	Salary
1	101,551
2	96,500
3	80,316
Average	92,789

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	97,480
2	88,342
3	85,100
4	84,612
5	72,012
6	66,000
Average	82,258

DEANS:
ARTS AND LETTERS

Rank	Salary
1	120,000
2	95,136
3	90,012
Average	101,716

DEANS:
EDUCATION

Rank	Salary
1	108,564
2	101,000
3	96,000
4	92,880
5	73,500
Average	94,389

TABLE II (Continued)
SAN FRANCISCO REGION

DEANS:
ENGINEERING

Rank	Salary
1	132,900
2	125,417
3	120,115
4	97,000
5	88,500
6	84,000
Average	107,989

DEANS:
HUMANITIES

Rank	Salary
1	98,000
2	95,100
3	94,600
Average	95,900

DEANS:
FINE ARTS

Rank	Salary
1	98,283
2	97,363
3	97,000
4	78,200
Average	92,712

DEANS:
LAW

Rank	Salary
1	122,703
2	122,676
3	107,892
Average	117,757

DEANS:
GRADUATE

Rank	Salary
1	118,000
2	100,128
3	98,920
4	91,913
Average	102,240

DEANS:
SCIENCE

Rank	Salary
1	120,000
2	104,794
3	98,260
4	96,600
5	87,264
Average	101,384

TABLE II (Continued)
SAN FRANCISCO REGION

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

Rank	Salary
1	99,400
2	98,208
3	80,800
Average	92,803

MEDICAL DEANS:
NURSING

Rank	Salary
1	94,681
2	93,486
3	75,120
Average	87,762

MEDICAL DEANS:
MEDICINE

Rank	Salary
1	216,882
2	212,300
3	153,840
Average	194,341

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-NINE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The six participating universities from this region are as follows:

IDAHO STATE UNIVERSITY
*OREGON STATE UNIVERSITY
PORTLAND STATE UNIVERSITY
*UNIVERSITY OF IDAHO
*UNIVERSITY OF OREGON
*WASHINGTON STATE UNIVERSITY

TABLE II (Continued)
SEATTLE REGION

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	123,685
2	110,244
3	110,244
4	110,244
Average	113,604

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	62,500
2	53,004
3	53,000
4	50,232
5	47,474
6	40,061
Average	51,045

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	84,550
2	60,490
3	52,008
Average	65,683

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	59,547
2	51,408
3	45,906
4	44,500
Average	50,340

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	75,300
2	70,600
3	70,468
4	67,500
5	61,572
6	61,381
Average	67,804

ADMINISTRATIVE OFFICERS: LEGAL COUNSEL

Rank	Salary
1	89,367
2	80,025
3	67,092
4	61,173
Average	74,414

TABLE II (Continued)
SEATTLE REGION

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	102,216
2	101,184
3	101,000
4	94,572
Average	99,743

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	80,004
2	80,000
3	75,168
4	71,724
5	65,018
6	62,005
Average	72,320

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

Rank	Salary
1	102,000
2	91,936
3	91,500
4	90,000
5	85,014
6	84,011
Average	90,744

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	66,380
2	63,000
3	55,141
4	54,250
Average	59,693

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	66,360
2	62,520
3	57,221
4	55,020
Average	60,280

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	44,100
2	43,320
3	42,108
4	40,227
5	28,200
Average	39,591

TABLE II (Continued)
SEATTLE REGION

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	51,750
2	48,648
3	48,648
4	42,882
5	41,620
Average	46,710

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	61,085
2	60,000
3	52,500
4	52,080
5	45,693
6	39,229
Average	51,765

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	74,664
2	68,184
3	66,422
4	64,575
5	60,000
6	53,581
Average	64,571

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS

Rank	Salary
1	89,784
2	83,196
3	80,623
4	74,911
5	73,800
Average	80,463

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	48,442
2	38,713
3	38,064
4	38,064
5	36,264
Average	39,909

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

Rank	Salary
1	68,661
2	66,000
3	61,728
4	52,316
Average	62,176

TABLE II (Continued)
SEATTLE REGION

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

Rank	Salary
1	67,197
2	60,008
3	56,496
4	53,643
5	51,948
6	47,700
Average	56,165

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

Rank	Salary
1	60,000
2	54,500
3	49,044
4	40,019
5	39,405
Average	48,594

STUDENT AFFAIRS OFFICERS: REGISTRAR

Rank	Salary
1	64,236
2	61,182
3	55,008
4	53,196
5	50,003
6	46,668
Average	55,049

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

Rank	Salary
1	82,500
2	80,126
3	80,004
4	72,857
5	71,864
Average	77,470

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

Rank	Salary
1	58,477
2	52,861
3	50,028
4	49,044
5	48,180
6	44,242
Average	50,472

STUDENT AFFAIRS OFFICERS: DIRECTOR OF CAREER PLANNING & PLACEMENT

Rank	Salary
1	52,002
2	51,204
3	50,401
4	49,380
5	43,867
6	35,748
Average	47,100

TABLE II (Continued)
SEATTLE REGION

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

Rank	Salary
1	55,263
2	54,139
3	49,320
4	40,000
Average	49,681

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	68,220
2	66,055
3	63,216
4	61,046
5	56,906
6	52,451
Average	61,316

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	48,500
2	43,963
3	40,752
4	40,000
Average	43,304

PUBLIC RELATIONS OFFICERS: VICE PRES FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	101,104
2	94,128
3	91,936
4	86,810
5	83,232
Average	91,442

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	63,000
2	60,427
3	49,878
4	47,600
5	42,948
Average	52,771

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	60,000
2	54,624
3	50,004
Average	54,876

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries Paid 1991-92

TABLE II (Continued)
SEATTLE REGION

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	84,000
2	72,096
3	69,000
4	65,004
5	63,684
6	63,502
Average	69,548

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	99,300
2	96,982
3	79,248
Average	91,843

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	64,992
2	58,188
3	57,074
4	54,463
5	41,032
6	40,272
Average	52,670

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

Rank	Salary
1	100,968
2	72,416
3	59,270
4	48,648
5	46,945
Average	65,649

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

Rank	Salary
1	98,334
2	97,020
3	80,004
Average	91,786

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	89,500
2	84,708
3	83,547
4	71,001
Average	82,189

TABLE II (Continued)
SEATTLE REGION

DEANS: BUSINESS MANAGEMENT

Rank	Salary
1	108,252
2	95,004
3	91,800
4	84,708
5	80,004
6	75,005
Average	89,129

DEANS: GRADUATE

Rank	Salary
1	80,500
2	74,436
3	65,000
Average	73,312

DEANS: EDUCATION

Rank	Salary
1	91,912
2	85,750
3	75,666
4	74,700
5	70,128
6	70,013
Average	78,028

MEDICAL DEANS: PHARMACY

Rank	Salary
1	99,300
2	89,076
3	87,006
Average	91,794

DEANS: ENGINEERING

Rank	Salary
1	106,704
2	104,640
3	98,826
4	86,484
5	75,005
Average	94,332

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-NINE UNIVERSITY SYSTEMS IN TWENTY-FIVE STATES

This table summarizes the data for twenty-nine university systems in twenty five states. For making these data available, the University of Arkansas is grateful to the following university systems:

CALIFORNIA STATE UNIVERSITY
INDIANA UNIVERSITY
MINNESOTA STATE UNIVERSITY SYSTEM
MONTANA UNIVERSITY SYSTEM
OREGON STATE SYSTEM OF HIGHER EDUCATION
SOUTHERN ILLINOIS UNIVERSITY
STATE UNIVERSITY OF NEW YORK
STATE UNIVERSITY SYSTEM OF FLORIDA
TENNESSEE BOARD OF REGENTS SYSTEM
THE TEXAS A & M UNIVERSITY SYSTEM
THE UNIVERSITY OF ALABAMA SYSTEM
THE UNIVERSITY OF ARKANSAS SYSTEM
THE UNIVERSITY OF NORTH CAROLINA
THE UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY OF ALASKA
UNIVERSITY OF CALIFORNIA
UNIVERSITY OF COLORADO SYSTEM
UNIVERSITY OF HAWAII SYSTEM
UNIVERSITY OF HOUSTON SYSTEM
UNIVERSITY OF ILLINOIS SYSTEM
UNIVERSITY OF MAINE SYSTEM
UNIVERSITY OF MARYLAND SYSTEM
UNIVERSITY OF MASSACHUSETTS SYSTEM
UNIVERSITY OF MISSOURI
UNIVERSITY OF NEBRASKA CENTRAL ADMINISTRATION
UNIVERSITY OF NEVADA SYSTEM
UNIVERSITY OF SOUTH CAROLINA
UNIVERSITY OF WISCONSIN SYSTEM
UNIVERSITY SYSTEM OF NEW HAMPSHIRE

TABLE III (Continued)
UNIVERSITY SYSTEMS

CHIEF EXECUTIVE OFFICER: PRESIDENT/CHANCELLOR

Rank	Salary
1	243,500
2	200,300
3	196,500
4	190,000
5	179,521
6	175,000
7	175,000
8	165,000
9	158,460
10	157,500
11	152,500
12	150,000
13	148,824
14	142,520
15	135,503
16	133,900
17	128,698
18	126,000
19	125,066
20	125,004
21	125,000
22	125,000
23	120,360
24	120,000
25	103,600
26	95,400
27	95,000
28	90,600
Average	145,848

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ CHANCELLOR

Rank	Salary
1	182,100
2	170,000
3	140,660
4	138,850
5	128,304
6	127,500
7	125,000
8	121,160
9	120,750
10	118,788
11	106,000
12	105,969
13	105,000
14	104,388
15	102,030
16	96,871
17	92,173
18	91,718
19	90,000
20	85,000
21	84,357
22	59,000
Average	113,437

ACADEMIC OFFICERS: ASSOCIATE VICE PRES/ CHANCELLOR

Rank	Salary
1	134,600
2	112,000
3	106,524
4	99,500
5	92,363
6	(91,800)
7	85,000
8	82,518
9	81,723
10	80,966
11	80,600
12	74,550
13	73,069
14	67,104
15	63,345
Average	88,377

TABLE III (Continued)
UNIVERSITY SYSTEMS

ACADEMIC OFFICERS: ASSISTANT VICE PRES/ CHANCELLOR

Rank	Salary
1	112,367
2	102,800
3	97,128
4	89,652
5	74,000
6	71,900
7	65,652
8	65,000
9	64,895
10	59,000
11	54,416
12	47,844
Average	75,388

ACADEMIC OFFICERS: DIRECTOR

Rank	Salary
1	117,000
2	93,500
3	73,070
4	59,887
5	50,635
6	49,500
Average	73,932

OPERATIONS OFFICERS: EXECUTIVE VICE PRES/ CHANCELLOR

Rank	Salary
1	170,000
2	160,000
3	135,300
4	130,140
5	125,000
6	120,750
7	119,576
8	112,059
9	82,000
10	63,288
Average	121,811

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT/CHANCELLOR

Rank	Salary
1	127,750
2	122,400
3	118,500
4	110,000
5	108,000
6	89,425
7	80,360
Average	108,062

OPERATIONS OFFICERS: ASSOC VICE PRESIDENT/ CHANCELLOR

Rank	Salary
1	137,700
2	87,300
3	86,904
4	85,500
5	66,000
6	45,000
Average	84,734

TABLE III (Continued)
UNIVERSITY SYSTEMS

OPERATIONS OFFICERS: EXECUTIVE ASSISTANT/ ASST TO THE PRES

Rank	Salary
1	96,433
2	94,900
3	87,300
4	81,500
5	80,000
6	78,750
7	75,500
8	74,857
9	72,500
10	71,112
11	64,788
12	(55,440)
13	39,443
14	36,000
15	32,450
Average	69,398

OPERATIONS OFFICERS: LEGAL COUNSEL

Rank	Salary
1	170,500
2	165,000
3	128,500
4	108,750
5	99,200
6	95,000
7	94,350
8	91,500
9	87,650
10	87,184
11	85,817
12	84,000
13	75,000
14	71,933
15	70,923
16	70,418
17	68,880
18	65,276
19	65,245
20	61,807
21	61,410
22	60,256
23	57,516
24	49,814
Average	86,497

OPERATIONS OFFICERS: DIRECTOR OF INSTITUTIONAL RES

Rank	Salary
1	99,024
2	94,359
3	77,265
4	74,000
5	63,288
6	60,142
7	58,550
8	57,692
9	55,950
10	55,764
11	54,324
12	49,712
13	47,500
14	38,897
15	37,440
Average	61,594

TABLE III (Continued)
UNIVERSITY SYSTEMS

OPERATIONS OFFICERS: SECRETARY TO THE BOARD

Rank	Salary
1	130,000
2	110,800
3	100,200
4	95,748
5	89,111
6	89,000
7	88,570
8	75,500
9	73,070
10	72,000
11	65,000
12	64,998
13	(55,440)
14	50,505
15	47,000
16	44,431
17	44,004
18	42,025
19	32,300
20	26,500
Average	69,810

FINANCE AND BUSINESS OFFICERS: VICE PRES/ CHANCELLOR

Rank	Salary
1	165,000
2	155,000
3	128,500
4	128,170
5	127,500
6	122,400
7	117,031
8	112,506
9	107,488
10	104,500
11	104,000
12	103,944
13	101,799
14	100,040
15	(100,000)
16	98,895
17	98,000
18	92,368
19	92,000
20	91,169
21	86,411
22	85,380
23	82,503
24	80,000
Average	107,692

FINANCE AND BUSINESS OFFICERS: ASSOC VICE PRES/CHANCELLOR

Rank	Salary
1	130,500
2	92,000
3	91,300
4	85,100
5	82,063
6	81,723
7	81,600
8	80,000
9	78,843
10	78,000
11	66,600
Average	86,157

TABLE III (Continued)
UNIVERSITY SYSTEMS

FINANCE AND BUSINESS OFFICERS: ASST VICE PRES/CHANCELLOR

Rank	Salary
1	115,956
2	105,000
3	103,093
4	94,500
5	78,640
6	73,200
7	73,000
Average	91,913

FINANCE AND BUSINESS OFFICERS: BUSINESS MANAGER

Rank	Salary
1	86,000
2	74,064
3	67,708
4	59,707
5	45,000
6	36,473
Average	61,492

FINANCE AND BUSINESS OFFICERS: BUDGET OFFICER

Rank	Salary
1	130,000
2	100,878
3	91,500
4	89,496
5	82,908
6	77,345
7	73,368
8	73,080
9	68,325
10	66,450
11	65,629
12	63,801
13	55,000
14	54,720
15	50,165
16	46,570
17	40,000
Average	72,308

FINANCE AND BUSINESS OFFICERS: CONTROLLER

Rank	Salary
1	115,700
2	105,000
3	95,000
4	87,602
5	80,424
6	79,384
7	78,333
8	72,400
9	67,000
10	66,175
11	66,144
12	66,000
13	65,890
14	62,400
15	59,000
16	59,000
17	31,270
Average	73,925

TABLE III (Continued)
UNIVERSITY SYSTEMS

FINANCE AND BUSINESS OFFICERS: AUDITOR

Rank	Salary
1	(100,000)
2	97,700
3	87,764
4	83,268
5	80,000
6	76,300
7	73,107
8	72,828
9	70,000
10	67,750
11	65,981
12	63,835
13	63,562
14	61,344
15	58,132
16	55,887
17	55,692
18	52,920
19	47,250
20	45,949
21	20,000
Average	66,632

FINANCE AND BUSINESS OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	91,500
2	88,632
3	83,379
4	83,000
5	82,650
6	82,132
7	81,600
8	75,900
9	75,000
10	74,502
11	70,000
12	68,770
13	64,008
14	61,880
15	58,612
16	58,224
17	44,676
Average	73,204

FINANCE AND BUSINESS OFFICERS: TREASURER

Rank	Salary
1	200,400
2	105,000
3	97,000
4	91,500
5	90,000
6	77,469
7	69,360
8	66,300
9	61,152
10	55,120
Average	91,330

PUBLIC RELATIONS OFFICERS-INFORMATION SERVICES: VICE PRES/CHANCELLOR

Rank	Salary
1	114,500
2	112,112
3	107,952
4	103,000
5	102,000
6	97,623
7	94,176
8	79,875
9	76,000
10	59,355
Average	94,659

TABLE III (Continued)
UNIVERSITY SYSTEMS

PUBLIC RELATIONS OFFICERS-INFORMATION SERVICES: DIRECTOR

Rank	Salary
1	91,728
2	86,700
3	84,500
4	77,000
5	75,400
6	72,769
7	69,010
8	67,800
9	67,460
10	60,000
11	58,000
12	55,600
13	50,022
14	46,800
Average	68,771

PUBLIC RELATIONS OFFICERS-LEGISLATIVE RELATIONS: VICE PRES/CHANCELLOR

Rank	Salary
1	124,200
2	110,000
3	105,060
4	103,632
5	103,480
6	93,500
7	93,200
8	89,050
9	87,184
10	83,410
11	79,410
12	75,586
13	72,500
14	62,830
15	51,233
Average	88,952

PUBLIC RELATIONS OFFICERS-LEGISLATIVE RELATIONS: DIRECTOR

Rank	Salary
1	114,000
2	94,500
3	87,456
4	86,100
5	70,418
6	70,380
7	63,288
8	52,762
9	42,831
Average	75,748

PUBLIC RELATIONS OFFICERS-DEVELOPMENT: VICE PRES/CHANCELLOR

Rank	Salary
1	127,229
2	120,360
3	91,880
4	86,642
5	70,850
Average	99,392

PUBLIC RELATIONS OFFICERS-DEVELOPMENT: DIRECTOR

Rank	Salary
1	80,300
2	79,752
3	71,570
4	70,000
5	61,370
6	60,465
Average	70,576

TABLE III (Continued)
UNIVERSITY SYSTEMS

FACILITIES OFFICERS:
VICE PRESIDENT/ CHANCELLOR

Rank	Salary
1	120,333
2	108,912
3	107,448
4	106,500
5	95,880
6	94,500
7	93,225
8	93,001
9	67,465
Average	98,585

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/ CHANCELLOR

Rank	Salary
1	104,800
2	88,867
3	75,000
4	71,400
5	69,788
6	67,546
7	50,715
Average	75,445

FACILITIES OFFICERS:
ASST VICE PRESIDENT/ CHANCELLOR

Rank	Salary
1	117,200
2	73,000
3	72,140
Average	87,447

FACILITIES OFFICERS:
DIRECTOR

Rank	Salary
1	96,500
2	90,000
3	85,075
4	82,908
5	73,452
6	73,000
7	63,870
8	61,395
9	58,777
10	52,646
11	48,891
12	41,355
Average	68,989